

FINANCIAL TIMES

Labour unions

In search of a new role

Robert Taylor, Page 11

Food safety

Global confusion and conflict reign

Page 4

Reinsurance

Storm warning for a watchful industry

Survey, separate section

FT WEEKEND

Money maketh the man

TOMORROW

World Business Newspaper <http://www.FT.com>

FRIDAY SEPTEMBER 5 1997

Fugitive ordered to pay \$2.1bn to BCCI liquidators

Fugitive businessman Ghaith Rashid Pharaon (left), who was closely linked with the failed Bank of Credit and Commerce International, has been ordered by a Cayman Islands court to pay \$2.1bn in damages to the bank's liquidators. The judgment raises hopes that tens of thousands of creditors may recover more of their money than expected. The award is the biggest to come out of a long-running investigation into the failure of BCCI, which collapsed six years ago with debts of more than \$12bn as a result of widespread fraud. Page 12

WTO hits back at Fischer: European farm commissioner Franz Fischer was rebuffed by the World Trade Organisation and sparked a row in the European Commission over his suggestion that the WTO lacked democratic accountability. Page 4

BA attacks Brussels 'discrimination': British Airways is to tell the European Commission that its objections to the proposed merger of BA and American Airlines are based on sloppy research and a discriminatory attitude towards the UK carrier. Page 13

French call for Boeing probe: The families of French victims, who were among 230 people killed when a TWA Boeing crashed off New York last year, asked for a criminal investigation of the airline's makers. They believe fuel was accidentally ignited in the jumbo jet's central tank.

Freight groups attack BN 'sweetener': At least six companies that want to run freight services through the Channel tunnel may challenge the sale of British Rail's tunnel freight business. They believe incentives included in the deal will distort competition. Page 7

UK Ford workers seek 'substantial' rise: Trade unions representing nearly 30,000 UK workers at Ford submitted a claim for a "substantial" pay rise and a cut in hours. Page 7; New Labour, new unionism, Page 11

Call for more nuclear power: Greater use should be made of nuclear power if the world is to achieve planned reductions in greenhouse gases, Hans Blix, director general of the International Atomic Energy Agency, said. Page 4

Greece freezes rail plan: Greece froze negotiations with a French-led consortium to build an underground railway in the northern port of Thessaloniki, after the European Commission warned that EU regulations were being violated. Page 3

Japan's trade surplus troubles: Japan's contentious trade surplus more than tripled to ¥233.1bn (\$1.9bn) during the first 20 days of August compared with the same period a year ago, the finance ministry said. Page 5

US acts against Japanese shipping: The US imposed sanctions on three Japanese shipping companies after negotiations to change Japan's harbour practices failed. Page 4

Futures contracts for Venezuelans: Venezuelans will be offered futures contracts on the Caracas stock exchange index. They will be traded as the first in a series of instruments in a new financial derivatives market. Page 6

Slow reform progress hits Brazil: Slow progress of reforms of the civil service and the social security system have left Brazil's economy in a weaker position than those of some southeast Asian countries, former Brazilian finance minister Rubens Ricuperon said. Page 6; Editorial Comment, Page 11

China plans telecoms sell-off: The Chinese government hopes to float 25 per cent of China Telecom (Hong Kong), principal vehicle for Cable and Wireless' expansion plans in mainland China. Page 13; France Telecom sale, and Lex, Page 12

Sweden orders eugenics inquiry: Sweden appointed a committee of inquiry to examine allegations that more than 60,000 women were forcibly sterilised as part of a state eugenics programme. Page 2

FT.com: The FT web site provides online news, comment and analysis at <http://www.FT.com>

STOCK MARKET INDICES		
New York: Dow Jones	7,854.00	(-40.84)
NASDAQ Composite	1,823.96	(+5.72)
Europe and Far East		
CAC40	2,928.88	(+8.07)
DAX	4,071.88	(+11.57)
FTSE 100	4,991.2	(+14.4)
Nikkei	18,515.00	(-120.11)

US LUNTIME RATES		
Federal Funds	5 1/4%	
3-mo T-bill	5.14%	
Long Bond	97 1/2	
Yield	6.50%	

OTHER RATES		
UK 3-mo Interbank	7.5%	(7.5%)
UK 10 yr Gilt	10.75%	(10.75%)
France 10 yr OAT	9.82%	(9.82%)
Germany 10 yr Bund	10.23%	(10.23%)
Japan 10 yr JGB	10.712%	(10.712%)

NORTH SEA OIL (August)		
Brent Dated	\$18.05	(18.17)

GOLD		
New York: COMEX	\$221.7	(222.3)
London: class	\$221.45	(222.75)

DOLLAR		
New York: London	1.5845	(1.5835)
Frankfurt	1.5845	(1.5835)
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NEWS: EUROPE

Kohl and Waigel present united front after a summer of bitter cabinet quarrelling

German confidence on Emu criteria

By Frederick Stüdemann
in Kloster Andechs and
Pater Norman in Bonn

The Christian Democratic Union of Helmut Kohl, the German chancellor, and its Bavarian sister party, the Christian Social Union, yesterday closed ranks to voice confidence that Germany's public deficit would meet the conditions to join the European single currency on schedule in 1999.

Theo Waigel, the finance minister and CSU leader, said the latest indications suggested that Germany's public deficit would be 2.9 per cent of gross domestic product

this year, just below the 3 per cent upper limit set in the 1992 Maastricht Treaty.

Mr Waigel said favourable economic growth was pushing the deficit below 3 per cent of GDP. There was a "realistic chance" that sufficient European Union countries would meet the criteria for the euro to start as planned, he added.

In a joint statement, the two parties underlined their goal to start monetary union on January 1, 1999 "with strict observance of the stability criteria". The planned single currency was in Germany's interests as only with the euro would Germany benefit to the full from

the positive effects of the European single market for economic growth and job creation.

Mr Kohl and Mr Waigel, together with leading figures of the two parties, met in the picturesque Benedictine monastery of Kloster Andechs yesterday to overcome a summer of quarrelling and bitterness, triggered by Mr Waigel's call for a cabinet reshuffle.

In a joint press conference the two leaders managed to create a front of harmony, publishing a seven-point policy programme to guide their activities until the German general election at the end of September 1998. Mr Kohl emphasised afterwards that there had been no discussion of changes to the cabinet.

Hans Tietmeyer, the Bundesbank president, also sought to damp down the political excitement triggered by his comment this week that a delayed introduction of the euro would not "cause the heavens to cave in or the economy to come off the rails".

In a statement issued before yesterday's regular meeting of the Bundesbank's central council, Mr Tietmeyer stressed that his comment, in a newspaper interview, was "quite clearly not a plea for a delay to the beginning of Emu".

The purpose of his remark was merely to point out that certain arguments surrounding the euro were economically dubious, Mr Tietmeyer said.

Disturbing yesterday's meeting at Kloster Andechs were a hundred or so ruddy-faced, Lederbosen-clad Bavarian farmers, who greeted the leaders of the CDU and CSU with jeers and whistles.

They were protesting about falling incomes and the decline in support payments from the EU's budget, to which Germany is the main contributor. "Germany can no longer be the stupid paymaster of Europe," their leader cried.

Sweden sets up eugenics inquiry

By Tim Burt in Stockholm

The Swedish government yesterday appointed a committee of inquiry to examine allegations that more than 60,000 women were forcibly sterilised as part of a state-sponsored eugenics programme.

The ministry of health and social affairs said the inquiry, expected to last at least 18 months, would investigate the role of politicians and medical experts played in ordering the sterilisation of Swedes from non-Nordic ethnic backgrounds and the mentally ill.

Margot Wallström, social affairs minister, said the committee would also "consider how to make amends and propose forms of compensation for the victims". Recent revelations that the country actively embraced a racial cleansing policy have shocked many Swedes and increased pressure for a national inquiry. However, some opposition politicians yesterday demanded a parliamentary debate on the sterilisation laws, which were only abolished in 1976.

Alf Svensson, leader of the Christian Democrats, called for a broader investigation of Sweden's medical ethics, including an examination of its abortion policies and the activities of Sida, the overseas development association.

Sida has been accused of involvement in forced sterilisations in developing countries, particularly India. It declined to comment on the allegations.

"The government is trying to hurry the sterilisation programme as a historical mistake, instead of examining its ramifications on other policies," said Mr Svensson.

The inquiry's terms of reference were defended by its chairman, Carl-Enstaf Andren, the former chancellor of Lund University. He said the committee would not only establish how many people were forcibly sterilised, but would draw up new guidelines for compensation and examine current medical practices.

"It is very important for Swedish society that we learn the lessons from the sterilisation laws, and make sure that this never happens again," he added.

The ruling Social Democratic party said that the inquiry would compare Sweden's record on eugenics with those of other countries. Although embarrassed by the international furor, the government is anxious to show that similar policies were pursued in the US, Germany, Austria and Finland, among others.

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Cities' titans fight for Olympic glory

Primo Nebiolo will be among the big-hitters battling today for the right to host the 2004 games

If sport can be described as the pursuit of war by other means, then the 106th session of the International Olympic Committee in Lausanne could prove a bloody battleground.

With five cities competing for the right to host the 2004 Olympic games, the big battles have been wheeled out on the shores of Lake Geneva, including two heads of state, assorted foreign ministers and enough foot soldiers to fill a troop ship.

Among the heaviest hitters in Lausanne is Primo Nebiolo, the Italian president of the International Amateur Athletics Federation and head of the powerful body that represents all the summer Olympic sports federations. Although he is attending the session in his capacity as an IOC member, the 74-year-old former construction tycoon is in reality the most influential advocate of Rome's bid to stage the games. What is more, he has been firing broadsides for the past three weeks at Athens, the city long regarded as Rome's biggest

rival. Mr Nebiolo has criticised the Greek capital's handling of last month's World Athletics Championships as "mediocre", and contended that the poor organisation of the event proved that Athens was incapable of hosting the Olympics. Although he now says he was misquoted - "I have

Nebiolo has criticised Athens' handling of the World Athletics Championships as 'mediocre'

never spoken badly about any of the bidders," he said yesterday with a remarkably straight face - his attacks have inflamed the already fierce rivalry between the two Mediterranean cities.

Greece's foreign minister fought back with an assault on Italy's history of political instability and the "terrifying problem" of the mafia. Mr Nebiolo has since called

a ceasefire - "This is not a war," he pleaded yesterday - but the hostilities are likely to continue until the presentations are completed today.

Yet while Mr Nebiolo may be the most experienced political operator in Lausanne, he cannot come close to matching in stature the de facto leader of Cape Town's bid, Nelson Mandela, the South African president, who will personally put the city's case to IOC members this morning. Cape Town has assembled formidable political firepower.

The city will be the second of the five candidates to present its bid, and the world's best-loved statesman is expected to appeal to the higher instincts of the IOC members, offering them an opportunity to play a vital part in South Africa's rebirth as a peaceful, democratic, economically independent nation.

On his arrival in Lausanne, Mr Mandela gave a taste of what IOC voters can expect when he said a vote for Cape Town would be "a vote for the deepening of



Primo Nebiolo: construction chief is most influential advocate of Rome's bid to stage the games. Mike Cooper/Allyport

democracy". Given the Olympic movement's fondness for regarding itself as the greatest force for good in the known world, Mr Mandela's plea will fall on receptive ears.

Cape Town may also benefit from the tactical voting that is expected in the first round. A theory gathering credence yesterday was that the Latin American IOC members will vote en bloc for Buenos Aires in the first round to avoid a humiliation for their region's only candi-

date. That would eliminate at least one city - probably Stockholm - from the second round of voting, at which point the Latin votes would transfer to one of the three more likely winners.

Finally, with Rome and Athens having fought themselves to a standstill, with the European vote split, and with Mr Mandela having won the hearts of the non-aligned, Cape Town would sweep to victory.

Patrick Harverson

Centre-right in France plans its next move

By Andrew Jack in Paris

France's centre-right political parties, defeated in parliamentary elections last June, are gearing up for meetings with local activists in the next few days as they regroup ahead of the next session of the National Assembly in mid-September.

Philippe Séguin, the newly elected chairman of the Gaullist Rally for the Republic (RPR) party, will hold a closed session today with activists in Nantes. This will be followed by other gatherings in Marseille, Lyon, Toulouse and Paris this weekend. Meanwhile, François Léotard, head of the Union for French Democracy (UDF), the second-ranking movement on the French right, will hold meetings with members of his parliamentary group today and tomorrow.

Centre-right leaders in France are trying to select grassroots calls for a merger of the RPR and UDF into a single movement to counterbalance the ruling coalition of leftwing parties which came to power after the June 1 elections.

Mr Séguin and Mr Léotard this week both ruled out calls for the RPR and the

UDF to merge, while pledging to set up a joint committee to consider joint nominations in electoral districts around the country ahead of regional and local elections in 1998.

The manoeuvring will be closely watched by Jacques Chirac, the French president and founder of the RPR, who has become increasingly isolated as a result of the defeat of his ruling coalition and the election of Mr Séguin in place of his close ally, Alain Juppé.

Mr Séguin has promised to draw up recommendations covering issues such as internal organisation, financing and election procedures for the RPR for a meeting of more than 500 officials in the party on September 27, ahead of a national meeting scheduled for the end of January. Mr Léotard, himself excluded by Mr Chirac and Mr Juppé from a ministerial post in spite of a cabinet reshuffle, told journalists earlier this week that "we have moved from a presidential majority to a parliamentary opposition".

The UDF, as a coalition of parties, faces the challenge of maintaining a strong political voice for itself on the French right.

EU disputes hold up moves to ban CFCs

By Leyla Boulton, Environment Correspondent

Moves to crack down on the illegal trade in CFC gases, including a total ban on sales to kill off the black market, are being held up by internal wrangling within the European Commission.

The European Union's executive has been unable to finalise regulations for endorsement by EU ministers because of disagreements over whether to speed up a planned phase-out of substitutes for the gases at the same time.

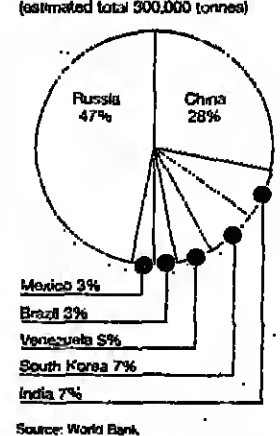
Used mainly for refrigeration and air conditioning, the CFC - chlorofluorocarbon - gases deplete the earth's protective ozone layer. So, to a lesser extent, do the so-called HCFC substitutes for them. The ozone layer acts as a shield against harmful ultra-violet rays from the sun which can cause skin cancer.

The revision of European rules on CFCs and HCFCs is being delayed by the commission's determination to revise EU regulations on the gases in one process rather than in stages.

The commission wrangle is an embarrassment to the EU as it seeks to play a leading role in calling for a sales ban across the developed world at an international

The pollution industry

Global CFC production capacity (estimated total 500,000 tonnes)



Source: World Bank.

meeting starting next week.

Representatives of more than 100 governments will gather in Montreal to decide how best to strengthen the 1987 Montreal Protocol to phase out ozone-depleting substances.

Another obstacle to western countries playing a leading role at next week's talks is a transatlantic row between the US and Europe over whether there should be caps on the use of HCFCs, pending their phase-out. Such caps are supported by European governments but not the US.

The Montreal treaty's

main weakness lies in the fact that it bans both production and most imports by developed countries, but gives developing countries a 2010 deadline for phasing them out.

This creates opportunities for unscrupulous traders to undercut the market for substitutes by disguising illegal imports as domestic stockpiles, whose sale is still legal, pending a total sales ban.

"A ban on sales would make it obvious if illegal CFCs were being offered for sale," said Nick Campbell, regulatory affairs manager at ICI, the UK chemical group.

ICI and other chemical companies had already developed ozone-friendly substitutes for the HCFCs. But opposition to speeding up the phase-out of HCFCs comes mainly from industries which either own or make refrigerators using the gases.

Western manufacturers have until 2015 to phase out HCFCs. But the revisions proposed by some European Commission officials include bringing forward a deadline for phasing out their use for maintenance and servicing to 2003. This is opposed by the refrigeration industry, which says it needs access to them until 2015.

UK defence secretary warns Nato alliance that peacekeeping troops may have to stay

Bosnia mandate may be extended

By Alexander Nicoll, Defence Correspondent

Britain raised the possibility yesterday that the Nato-led peacekeeping force in Bosnia might stay beyond the end of its present mandate in June 1998.

George Robertson, UK defence secretary, said in a speech prepared for delivery in London last night: "I believe the international community should be reluctant to leave a job half done after such a significant investment."

Though he did not acknowledge that the force's mandate would have to be extended, British officials said Mr Robertson wanted to address the possibility that extension would be necessary. This could be discussed

at a meeting of Nato defence ministers in the Dutch city of Maastricht at the start of October, they said.

If a "follow-on" force in Bosnia were agreed, Mr Robertson said, "it will have to be Nato-led, with Nato credibility, and with all the major players sharing the risks on the ground."

Bill Clinton, the US president, will be under severe domestic pressure to withdraw US troops from Bosnia by the mid-1998 deadline, though he has not ruled out prolonging their assignment.

Both the US and British governments have been seeking to speed up the peace process in Bosnia. Their increasingly tough stance was underlined yesterday when Nato's supreme commander in Europe,

General Wesley Clark of the United States, warned in Washington that Nato would use "lethal force" if attacked in Bosnia.

"I'm seeing a trend toward disorder and organised disorder on the part of some people in Srpska [the Serb-held region of Bosnia]. And so I can only warn those people that S-F is not going to be intimidated by mob violence," Gen Clark said.

Mr Robertson, who has a strategic review of Britain's defence under way, stressed the UK's continuing commitment to Nato's collective defence arrangements and co-operation between armed forces, though he said Nato should modernise and rationalise, especially by slashing the number of its headquarters establishments in Europe.

He dismissed suggestions from US politicians that Nato enlargement would be too costly, saying Britain spent only 0.6 per cent of its defence budget on Nato's military and infrastructure budgets, and the requirement was not expected to rise sharply. The Czech Republic, Poland and Hungary are due to join in 1999.

Mr Momcilo Krasnjak and four other members of the Pale-based Bosnian Serb leadership have been put on a "visa warning" list, denying them entry into the European Union, in a retaliatory gesture for Pale's failure to agree a new Bosnian citizenship and passport law by the August 31 deadline set by the Dayton agreements, the UK foreign office said yesterday.

NEWS DIGEST

Russia-Chechen oil deal near

Russia and the breakaway Chechen republic are on the verge of reaching an agreement over a disputed pipeline which links the multi-billion dollar oil reserves of the Caspian Sea to Western markets.

"An agreement on repairing the pipeline will be signed today or tomorrow," Victor Chernomyrdin, the Russian prime minister, said yesterday.

The pipeline, which was damaged in Chechnya's almost two-year battle to assert its independence from Russia, is the planned export route for oil produced by a \$8bn Western offshore development in the Caspian Sea. But the segment which travels through Chechnya has become embroiled in a clash over how much money the Chechen government will receive in transit fees.

Russian officials insisted that they would stick to their offer to pay 43 cents per tonne; the Chechens, who feel entitled to hefty compensation from Russia after a war which has reduced much of their territory to rubble, have demanded a tariff of \$2.20.

Some Russian commentators have suggested that Transneft, the Russian oil transport company, could pay the difference. *Christina Freeland, Moscow*

IRISH SCANDAL

Ahern plans sleaze tribunal

The Irish government said yesterday it would set up a judicial tribunal to investigate allegations of payments to politicians. It also said a referendum would be held on October 20 - the same day as the presidential election - to amend the constitution so that cabinet confidentiality can be lifted in certain circumstances.

Bertie Ahern, the prime minister, began briefing opposition leaders yesterday in an effort to secure broad political agreement on the tribunal before a special session of parliament called for next week.

A tribunal set up earlier this year to investigate payments to politicians from a prominent businessman, Ben Dunne, revealed that both Charles Haughey, a former prime minister, and Michael Lowry, a former minister, received substantial gifts from Mr Dunne.

The new tribunal is likely to investigate a group of Cayman Island bank accounts, known as the Ansbacher Accounts, which were found to contain \$538m (\$538m) at one stage. Payments to Mr Haughey were channelled through some of these accounts. *AFP, Dublin*

HUMAN RIGHTS

Belarus leader accused

The Belarus government has been accused of stifling press freedom and eroding human rights in defiance of its international obligations in a new report from Article 19, a London-based monitor of human rights, and the Belarus League for Human Rights.

The report attacks laws curbing criticism of Alexander Lukashenko, the country's president. It also accuses the authorities of abusing border controls to restrict entry to potential critics, and of imposing severe restrictions on the independent media and the right to demonstrate.

Earlier this week, the Soros Foundation decided to pull out of Belarus, citing harassment of its efforts to strengthen civil society and encourage the independent media. *Anthony Robinson, East Europe Editor*

ECONOMIC AID

Tough IMF plan for Albania

The Albanian government has reached agreement in principle with officials from the International Monetary Fund on a tough programme aimed at stabilising the country's battered economy.

The IMF said that it was prepared to offer emergency assistance, but only on condition that substantial aid was forthcoming from other donors, including the European Union and the World Bank, at a donors' conference planned to be held within six weeks in Brussels.

Albania's new Socialist-led government faces daunting challenges to begin the reconstruction of the country after months of civil conflict triggered by the collapse of a series of fraudulent pyramid finance schemes.

The IMF said "strong initial measures" were needed to contain the budget deficit, including an increase in value added tax, as well as the winding up of the remaining pyramid schemes and the reform of the banking sector. It hoped to agree the emergency package by the end of October. *Kevin Done, East Europe Correspondent*

PRIVATISATION

Belgians buy brewery stake

The Yugoslav republic of Montenegro is to sell a 60 per cent stake in its Niksic brewery to Belgium's Interbrew group in its first major privatisation sale.

Milo Djukanovic, the prime minister, said the Belgian group, which includes the Stella Artois brewery, would pay DM25m (\$13.5m) and commit itself to investing a further DM10m to DM15m.

The Hongkong and Shanghai Bank is advising the Niksic brewery. An agreement may be signed in Podgorica today.

Mr Djukanovic said the brewery was producing 400,000 hectolitres a year but could increase this to 1m. Niksic beer had some overseas success until it lost its markets with the imposition of sanctions on Yugoslavia. Sanctions were lifted last year.

Mr Djukanovic said his government was fully committed to privatisation. Eighty state-owned companies have been sold off so far, but Niksic is the first to be sold to a foreign buyer. *Guy Dimmore, Podgorica*

MAFIA ARREST

Argentines hold fugitive

A Neapolitan mafia boss, sought by police for 10 years, has been arrested in Buenos Aires with the aid of police from Naples, officials in Italy and Argentina said.

Mario Fabbrocino, 55, was alone and unarmed when police swooped on a house in the city of San Martin, north-west of Buenos Aires. He is wanted for murder, drug trafficking, fraud and illegal arms possession. He is to be extradited to Italy, where he already has been sentenced to 100 years behind bars, officials in Buenos Aires said.

"A long, patient and intelligent investigation has led to the arrest in Argentina of one of the mafia's topmost leaders who had been sought for years," Italy's top anti-mafia official, Ottaviano Del Turco, said in Rome. Mr Fabbrocino had been on a list of the 30 most wanted mafia leaders still at large. *AFP, Buenos Aires*

ART THEFT

\$1m Van Gogh stolen

A Vincent Van Gogh painting with an estimated value of almost \$1m was stolen during a burglary at the Royal Museum of Beaux Arts in the Belgian city of Antwerp yesterday, museum officials said.

The thieves also escaped with a sketch by Adolf Monticelli, a minor 19th-century French painter, and damaged a pastel by the impressionist Edgar Degas while attempting to free it from its glass frame.

The Van Gogh work that disappeared was a small painting on paper and wood entitled Aardappelstomp, or Potato Harvest, completed in 1885. *AFP, Antwerp*

Milosevic imposes border controls on reformist rival in deepening power struggle that threatens Yugoslavia's future

Serbia tightens screw in feud with Montenegro

The Serbian policeman waves his lollipop-stop sign in the air and demands "papers". A line of cars and trucks, some with engines boiling after traversing the punishing mountains that mark the border with Montenegro, forms a queue. "This is Serbia," the policeman says. A few miles further north there is another checkpoint, just before the town of Prije Polje. This time police, one in plain clothes with a walkie-talkie, search vehicles. A man in the brown uniform of a customs officer hovers in the background.

Officially there is no frontier between Montenegro and Serbia, the two republics that make up what is left of federal Yugoslavia, and police say they are merely looking for contraband such as cigarettes. But in reality Serbia has imposed border controls as part of a power struggle between the two uneasy neighbours, a move that could lead to Yugoslavia's final disintegration.

In Podgorica, Montenegro's capital, Milo Djukanovic, the prime minister, angrily denounces the "internal blockade". Trucks

carrying goods into Serbia are turned back or forced to pay tariffs. Traffic crossing south into Montenegro passes unimpeded.

"It is very serious. There is a major blockade of certain goods going to Serbia, mainly petrol and oil derivatives. It's complete nonsense," he says, adding that such controls must have the backing of Serbia's strongman, Slobodan Milosevic.

It was no coincidence, Mr Djukanovic says, that such controls first appeared several months ago when a David and Goliath-style battle of wills erupted between tiny Montenegro and its giant neighbour.

Mr Milosevic was at that time president of Serbia but blocked constitutionally from seeking a third term in office. To prolong his 10-year rule, the Serbian leader needed to transfer his power base to the federal Yugoslav presidency but could only do so with Montenegro's support. Mr Djukanovic, a 35-year-old reformist who had given his support to anti-Milosevic street protests in Belgrade last winter, was seen as an obstacle.

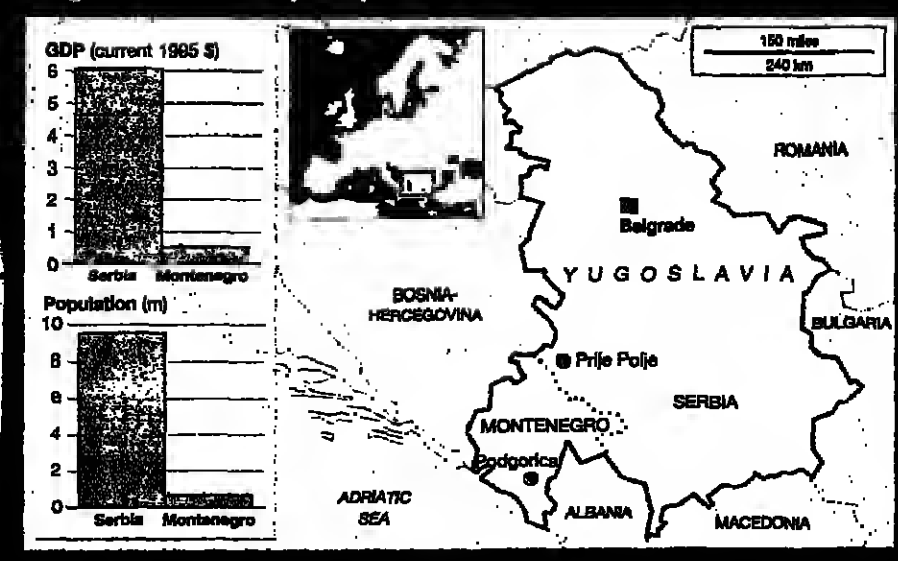
But, as it turned out, the



main victim of the ensuing struggle was not Mr Djukanovic but the Montenegrin president, Momir Bulatovic, a close ally of Mr Milosevic. He was dismissed as leader of Montenegro's ruling Democratic Party of Socialists and Mr Djukanovic says he is confident, having forged an alliance with opposition parties this week, that he

will defeat him in presidential elections on October 5. In a true Balkan compromise Mr Djukanovic eventually agreed not to block Mr Milosevic and he became Yugoslav president in July but without the backing he needed to change the constitution to boost his powers of the figurehead office. Mr Djukanovic rejects

Yugoslavia: unequal partners in a Balkan compromise



customs was to try to seize its frontier posts.

For the time being, diplomats say, an independent Montenegro is an unlikely outcome. Both sides need each other too much and have close historic and cultural ties.

Montenegro is landlocked Serbia's only route to the sea and a major naval base after the loss of access to Adriatic ports in Croatia. For Montenegro's 650,000 people Serbia is an important provider of jobs and trade.

Opinion polls, though never considered reliable in Yugoslavia, show only about one third of Montenegrins in favour of independence.

Diplomats believe that while the Milosevic-Djukanovic feud is the root cause of the border controls there are also powerful financial factors at stake. Cigarette smuggling, which Mr Djukanovic denies he is involved in, is a lucrative operation while Montenegrin petrol suppliers are undercutting Serbian state monopolies controlled by the ruling Socialist coalition.

Guy Dinmore

Brussels puts brakes on Greek metro proposal

By Karin Hope in Athens

Greece has frozen negotiations with a French-led consortium over a controversial plan to build an underground railway in the northern port of Thessaloniki after a warning from the European Commission that EU regulations on public works contracts were being violated.

The commission said the Greek public works ministry had gone ahead with contract talks even though the consortium's offer failed to meet technical and financial requirements for the Dr150bn (\$528m) project.

The consortium is led by Bouygues, the French construction group, and includes Sofretu of France and two Canadian companies, Bombardier and SNC-Lavalin. The Thessaloniki metro is the last of five EU supported infrastructure projects to be launched in Greece under the Build-Operate-Transfer system and funded by state subsidies, EU grants and private sector financing.

The metro contract has become a test of the Greek government's commitment to improving transparency in public sector investment projects. Three years ago the government tried to overturn an \$82.5m (\$2.35bn) contract awarded to Hochtief of Germany to build a new international airport for Athens. The German group was reinstated after pressure from the commission, but the project was delayed for almost two years.

The Thessaloniki metro was awarded to a Greek-led

consortium in 1993, but negotiations collapsed last December. The public works ministry then turned to Bouygues. The Greek consortium was headed by Mechaniki, a Thessaloniki-based construction company based on the Athens stock exchange, in partnership with ADT of Germany. As the first Greek company to win an international tender for a big infrastructure project, Mechaniki came under tough scrutiny from the public works ministry. Mechaniki's chairman, Prodromos Emfietzoglou, claims the government "discriminated against his company."

Mr Emfietzoglou said: "We were very close to signing when the ministry suddenly made several new demands which were unprecedented in this kind of contract."

The 9km metro through the centre of Thessaloniki would reduce traffic congestion and pollution. The project is strongly supported by local politicians because it would create a large number of jobs. But Greek environmentalists claim the metro would damage the city's Byzantine archaeological remains. A light rail system would cost less and could be extended to the fast growing suburbs, they argue.

Following the commission's warning, Costas Laliotis, public works minister, will come under pressure to abandon negotiations with Bouygues. The government would then have to decide whether to resume talks with Mechaniki or announce a new tender which would cause a further two-year delay.

Poland election worries Moody's

By Christopher Robinson in Warsaw

Moody's, the US rating agency, has warned that Poland faces "extremely unfavourable policy developments" if Solidarity Electoral Action (AWS), the main opposition movement contesting parliamentary elections on September 21, forms the next government.

The agency, which has given Poland a Baa3 long-term foreign currency rating, by contrast praises the reformist communist Left Democratic Alliance (SLD), which has led a coalition government with the Polish Peasant Party (PSL) since the last elections in 1993. "The SLD has done nothing to slow economic reforms," Moody's said in a report released in New York.

The SLD and the AWS are currently running neck and neck in the opinion polls, with around 25 per cent support each. Thus while the election result promises to be inconclusive, the next government may be formed in the wake of horse-trading between one of these two movements and smaller parties

such as the PSL or the bitterly anti-communist Movement for a Reconstruction of Poland (ROP).

Moody's said it feared that Poland would face "populist fiscal and monetary policies as well as a xenophobic approach to the transfer of property rights" should these two smaller groups form a post-election coalition with the AWS. Moody's fears the AWS, based on the Solidarity trade union, could espouse a "neo-syndicalist approach" once in control.

A post-election coalition between the AWS and ROP, or one including the PSL, would "threaten Poland's economic achievements registered to date", the agency warned.

The report was released as the former president, Lech Walesa, who is not running in the present election, urged a post-election coalition between the AWS and ROP as well as the Freedom Union (UW). This a small pro-market party led by Leszek Balcerowicz, the former finance minister who introduced Poland's shock therapy reforms in 1990.



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NEWS: WORLD TRADE

US puts port sanctions on the Japanese

By Michio Nakamoto
in Tokyo and Stella Burch
in Washington

The US yesterday imposed sanctions on three Japanese shipping companies in a dispute over Japanese harbour practices.

The move came after months of difficult talks failed to produce a solution by yesterday's deadline.

It is the first time the US has imposed sanctions on Japan since a dispute over access to the Japanese semiconductor market led to retaliatory tariffs on Japanese PC imports in 1987.

The sanctions by the Federal Maritime Commission, an independent agency, involve a \$100,000 surcharge on NYK Lines, Mitsui O.S.K. Lines and Kawasaki Kisen each time one of their vessels visits a US port. If the sanctions are imposed for a full year, it would cost the three shipping companies \$5.5bn (\$47m).

Shares in the three companies fell on the Tokyo Stock Exchange yesterday. Nippon Yusen lost ¥11 to ¥423, Mitsui O.S.K. dropped ¥7 to ¥208 while Kawasaki Kisen declined ¥5 to ¥181.

Japanese shipping companies, already facing a difficult time with their loss-making US routes, will be hard hit by the sanctions.

The European Union has also lodged a complaint with the WTO over Japan's harbour practices and has held talks on the matter.

"We did not expect these unjustified sanctions to actually go into effect," Mitsui O.S.K. Lines said yesterday. The company has no plans yet to suspend US operations but will review the situation if the sanctions remain in effect for some time.

Negotiations continue today in the hope that the practical impact of the sanctions can be averted by reaching an agreement satisfactory to the FMC by today,

when the first Japanese vessels arrive in the US or at the least by October 15, when the actual payments become due.

The US complaint concerns stevedoring practices at Japanese ports which foreign shipowners claim keep prices high and prevent them from raising efficiency. In particular, shipping companies have complained about a requirement that all changes to vessel schedules be made through the Japan Harbour Transportation Association, which represents cargo-handling companies.

A series of negotiations between Japanese and foreign shipowners, the JHTA and labour unions - mediated by the ministry of transport - led to a compromise proposal allowing shipping companies to negotiate directly with the stevedoring companies on cargo handling.

The JHTA has refused to accept the shipping companies' demand that they be allowed to revert to negotiations with the JHTA if discussions with stevedoring companies fail to produce satisfactory results.

The shipping companies are also asking the Japanese government to provide some kind of guarantee that the new system of direct consultations will provide results.

In Washington the commission stressed that it was prepared to review any further submissions from Japan.

Ronald Murphy, assistant secretary of the FMC, said he remained hopeful that a satisfactory resolution would be reached.

The US State Department expressed disappointment that the Japanese government had been unable to "demonstrate the leadership to bring the affected parties together and reform the port practices regime in Japan."

EU farm chief rebuked over swipe at WTO

By Guy de Jonquieres in London and Michael Smith in Brussels

Franz Fischler, the European farm commissioner, was publicly rebuked by the head of the World Trade Organisation yesterday, sparking a row in the European Commission over his suggestion that the WTO lacked democratic accountability.

Mr Fischler said on Wednesday that "clear dem-

ocratic controls" were needed over the world trade system. He spoke after a WTO trade disputes panel ruled illegal an eight-year European Union ban on hormone-treated meat.

Renato Ruggiero, WTO director-general, said introducing a "political element" into its dispute settlement procedures would undermine them. He said the procedures had been agreed by all WTO members, including EU governments, and approved by

their national parliaments. Sir Leon Brittan, Europe's trade commissioner, was said to be "incandescent with rage" at Mr Fischler's comments and took the unusual step of writing to him to express his displeasure.

Although the text of Sir Leon's letter was not published, he is understood to have insisted that there was no democratic deficit in the WTO, and that the EU had always been a strong advo-

cate of the body's dispute settlement mechanisms. In Washington, the office of the US trade representative, which is challenging the EU beef ban, said the WTO had judged the case on its merits, and that its ruling should not be used as an argument for overturning the dispute settlement system.

But Mr Fischler's office said yesterday that he had not intended to call into question the WTO's decision-

making processes. His reference to democratic control reflected the EU's view that it had the right to set, on a non-discriminatory basis, the consumer protection levels it wanted.

A spokesman insisted that this right was consistent with WTO rules on food safety, and that the agriculture commissioner's criticisms were directed at the hormones panel's interpretation of those rules. But other officials in Brussels critic-

ised Mr Fischler for loose use of language. Although the dispute over Mr Fischler's comments is expected to blow over soon, it may leave lingering strains, particularly on his relations with Sir Leon, whom some officials accused of over-reacting yesterday.

The incident is the latest skirmish between the EU trade commissioner and his Brussels colleagues, many of whom find his style unnecessarily abrasive.

Cheesed-off producers take battle to US

Food standards body will debate case for an unpasteurised tradition, writes Alison Maitland

A notice on the cheese counter in James and John Graham's delicatessen in the picturesque Cumbrian town of Penrith, north-west England, warns of a "grave threat to our cultural traditions" from across the Atlantic.

The warning is about US pressure for an international agreement banning trade in unpasteurised soft cheeses, on the grounds they can cause food poisoning.

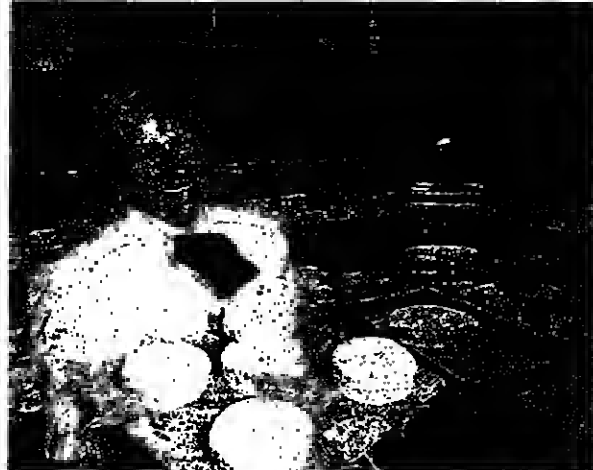
Inviting customers to sign a petition to European Union governments, the notice asks supporters of "real" cheese to fight "this US attempt to force their food prejudices on the rest of the world".

The clash of food cultures will surface again next month at a meeting in Washington of the food hygiene committee of the Codex Alimentarius Commission, the arcane but influential body that sets international food standards.

The US will press its case in the face of opposition from European dairy exporting countries, lobbied by industry groups such as Normandy's producers of camembert and brie.

Codex recommendations have gained new importance under the World Trade Organisation and were thrown into an unaccustomed spotlight this week by Franz Fischler, the EU agriculture commissioner.

Mr Fischler said work by the Codex to raise international food standards and protect public health was being paralysed because its



Setting the standard: Camembert on a list of unpasteurised cheese under Codex discussion.

texts had been elevated to quasi-legal status in trade disputes under the WTO's sanitary and phytosanitary (SPS) agreement.

This was scaring many countries off adopting Codex standards "which may now involve them in legally binding obligations which they cannot meet," he told a London food safety conference.

Codex member governments have asked to meet the sanitary and phytosanitary committee this autumn to clarify the role of Codex standards, guidelines and recommendations.

"The new (SPS) agreement apparently gives the same recognition to standards, guidelines and recommendations," said Thomas Billy of the US Department of Agriculture, one of three vice-chairmen of the Codex com-

mission. "There is a confusion and conflict there that needs to be sorted out."

But the idea that Codex decision-making could be any slower than it is already would amuse its many critics.

Consumer organisations have long been concerned about the transparency of its decision-making and the imbalance of representation between industry-funded and public interest groups.

They say the list of organisations that can send observers to Codex meetings includes 104 industry-funded groups, six health and nutrition organisations but just one consumer body, Consumers International - albeit a federation of 225 groups.

The Codex commission, comprising about 150 gov-

The European Union is to appeal against a World Trade Organisation ruling that its ban on hormone-treated meat is unlawful under free trade rules.

The eight-year-old EU ban on imports of beef produced with the aid of synthetic growth hormones mainly affects imports from the US.

According to the US beef industry, the ban has cut sales to EU countries by between \$100m and \$250m a year. The Commission's decision to appeal is backed by all EU member states and consumers' groups and is likely to precede the next meeting of the WTO's appeals committee, probably later this month.

Under WTO rules, once an appeal is made, the trade body has up to 90 days to issue a final ruling. If the EU loses the appeal the WTO's dispute settlement body could ask the EU to pay compensation to the US for lost trade.

If the EU refused, then the disputes body could authorise US trade retaliation to the same amount.

Washington has been backed in its complaint by Australia, New Zealand, Canada and Norway, Argentina, which exports beef free of hormone treatment, has supported Brussels' position.

ermans, meets once every two years in Geneva or Rome under the auspices of the World Health Organisation and the UN's Food and Agriculture Organisation.

Although not a household name, its decisions reach into homes around the world. It sets maximum levels for pesticide residues and additives in food and draws up standards for specific products - for example, how canned tomatoes are labelled and whether they may contain salt and starch.

In June, Consumers International claimed success in its campaign for greater influence when the Codex commission deferred a decision to allow worldwide use of BST, the controversial milk-boosting hormone used in cows in the US.

But the consumer body complains too many decisions of the Codex expert committees are made behind closed doors. "Excluding consumer observers from these important committees only perpetuates industry dominance," said Leon Petre, global policy and campaigns officer.

At the same time, questions are being raised about the slow pace of Codex decisions at a time when food scares over salmonella, BSE and e.coli are driving rapid change in hygiene rules and controls, notably in the EU and US.

Mr Billy said Codex's role in setting international standards would remain important, especially for developing countries which may not have national regulations.

But its attempts to overcome conflicting perceptions about food safety in Europe and the US will prove difficult, and strains seem set to continue in trade relations.

For example, Codex experts reviewed five of the growth-promoting hormones in meat at the centre of a continuing dispute between the US and the EU and declared them safe. But the EU is nevertheless appealing against the WTO's recent ruling that the EU ban on such meat is an unfair trade barrier.

Mr Fischler said the legal precedents being set by the WTO disputes panel could impede countries wishing to introduce food standards higher than those of the Codex.

If the EU risks being accused of protecting its meat industry from US exports, European critics of the US move on cheese pasteurisation also suspect a hidden agenda. They believe the US is keen to avoid damage to its dairy industry from any association with a potential food scare.

Insiders say a compromise on cheese is likely when the issue returns to the full Codex commission in 1999, allowing "equivalent" production techniques to pasteurisation which ensure safety but do not affect flavour.

For the moment, customers at the Penrith grocery store remain up in arms. Alexander Evans, manager, said: "They feel that as long as they're given the information, they should be the ones who decide what they eat."

NEWS: INTERNATIONAL

'Nuclear power is answer to global warming' Iraq 'rollover' may set oil price tumbling

By Simon Holberton
in London

The world must turn to nuclear power to achieve the cuts it wants in greenhouse gases, Hans Blix, director general of the International Atomic Energy Agency, said yesterday.

Mr Blix, who retires from the IAEA in November, called on governments to debate the future of nuclear power, given the important role it could play in curbing global warming.

He said that, since 1988, when the international

community met in Toronto and set a target of a 20 per cent cut in carbon dioxide emission by 2005, emissions had instead grown by 16 per cent.

And in spite of this year's call by the United Nations for a 15 per cent reduction in carbon dioxide emissions by 2010, emissions could be 38 per cent to 50 per cent above their 1990 level.

"It seems curious that in a debate that deals with the future health of the planet, a significant possible remedy [nuclear power] is simply ignored by reference to

'public opinion' without any serious examination whether that opinion is justified," he told a Uranium Institute conference in London.

He said it should be explained to the public that health risks associated with nuclear power were low and ought to be compared with the risks of using other ways of generating power. "We can, should and do set nuclear safety goals higher than any other energy generating technology."

However, he said the nuclear industry had lost its competitive edge to other

forms of electricity generation, notably from combined cycle gas turbines.

"This edge needs to be restored through better management and economy, from the beginning to the end of the fuel cycle. This is a challenge for miners, nuclear plant engineers and operators - and regulators."

Mr Blix said it was unlikely that energy efficiency or energy production from renewable resources, such as solar, wind and thermal, could play anything but a minor role in reducing the

production of greenhouse gases. A solar cell-based power station of 1,000MW would cover an area of 25 to 50 square kilometres.

"It is hard to imagine the rapidly growing number of energy-intensive megacities - like Mexico City, Bombay, Calcutta, Jakarta, Shanghai or Istanbul - could satisfy their growing electricity demand by relying on renewables," he said.

Mr Blix also doubted if a system of regional or global "tradeable emission permits" could be developed. He

questioned whether the world could negotiate greenhouse emission allocations for each country.

Meanwhile, Mr Blix said the IAEA was keeping a close watch on Iran's ambitions to become a nuclear power. To develop weapons-grade material Iran needed the ability to reprocess and enrich uranium. He said Tehran had discussed the issue with Russia but there was "nothing active" at present.

"The world is watching to see if Iran moves towards enrichment," he said.

Opposition in Kenya protest call

By Michaela Wrong in Nairobi

The Kenyan umbrella group pressing for constitutional reforms before elections expected by the end of the year yesterday announced a new programme of mass action aimed at stepping up pressure on President Daniel arap Moi's government.

The National Convention Executive Council (NCEC), which embraces human rights activists, religious leaders and lawyers, said it would hold a rally in the western town of Kisumu on Sunday, followed by nationwide strikes on September 17 and 18 and October 8 and 9.

Representatives said they also hoped to muster up to half a million Kenyans to a rally in Nairobi on October 10. It was unclear, however, whether the NCEC would be able to mobilise the kind of popular support seen in May, June and July, when protesters clashed with security forces, students set up burning barricades and business ground to a halt in Nairobi.

In past weeks the once-united movement has splintered disastrously as opposition leaders irritated by their apparent sidelining have distanced themselves from the group.

Turkey presses case for pipeline

John Barham examines the politics of getting Azeri oil to world markets

Turkey is trying to repair its fraying strategy in the great game for power and influence in the energy-rich republics of the Caucasus and central Asia. Although every Turkish government has attached paramount importance to building Turkish prestige in the region since the collapse of the Soviet Union, none has succeeded in sustaining a focused policy there.

Ismail Cem, foreign minister, and Ahmet Necdeti, minister in charge of relations with the Turkish republics in Turkey's two-month-old secularist coalition, travel to Azerbaijan at the weekend to press Ankara's case that Azeri oil should be exported through a pipeline to the Turkish Mediterranean oil terminal of Ceyhan rather than competing routes through the former Soviet Union or the busy Bosphorus.

Last month Mr Andican said Turkey would emphasise the inevitability of the Ceyhan pipeline for transporting Caspian oil. "The pipeline is the jugular vein for Azerbaijan's oil and its independence from Russia," he said.

Now he seems to be signalling a softening in Turkey's support for its Turkic, Moslem ally Azerbaijan. Tur-

key backed Azerbaijan in its struggle with Armenia over Nagorno-Karabakh, the ethnic Armenian enclave. Although the shortest route to Ceyhan lies through Armenia, Mr Andican said this route was not the only alternative. There were other routes through Georgia or Iran.

To the fury of Haydar Aliyev, Azeri president, Ankara has also begun putting out informal but increasingly public peace feelers to Armenia, which it has blocked during the Nagorno-Karabakh conflict. Diplomats say Turkey is piling pressure on Mr Aliyev to make peace with Armenia, hoping to increase the viability of a pipeline to Ceyhan.

This would grant Turkey considerable geopolitical influence, provide transit fees for the treasury and contracts for Turkish companies. Although Mr Andican says Ankara would not accept any solution Azerbaijan rejects, "this pipeline project would benefit both sides."

The Azeri International Operating Company (AIOC), the consortium of international oil companies developing Azerbaijan's offshore Caspian oilfields, is to choose an export route towards the end of next year. Turkey and Azerbaijan

both believe this will be a political rather than purely commercial decision in which regional governments will have a decisive say. Both their state oil companies joined the \$8bn consortium headed by BP and Norway's Statoil that won the 30-year contract to develop the Azeri Caspian reserves.

Washington also favours a pipeline to Ceyhan, but its leverage over US oil companies in AIOC is limited and Congressional support for

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sla and Georgia. But disputes between Russia and Chechnya delayed the operation. Once the oil begins flowing, most of it will probably be shipped to markets in western Europe through the Bosphorus and Dardanelles straits. This may be the cheapest route, but soon the straits will become congested.

Turkey says increased oil shipments through the straits - tankers already carry 35m tonnes of oil a year through the Bosphorus - threaten both the environment and the city of Istanbul with its 10m inhabitants. Under international law, Turkey cannot close the Bosphorus to shipping although it has imposed unilateral controls to prevent accidents.

Commentators say Turkey has not argued its case for Ceyhan effectively. Political instability - Mr Cem is the tenth foreign minister this decade - has undermined its credibility. Rival ministers squabble for control of policy. Decision-making has become dispersed throughout the bureaucracy.

Mr Andican, an ethnic Uzbek from the secularist coalition's conservative Motherland party, makes no secret of his ambition to wrest central Asian policy from the foreign ministry, controlled

by Mr Cem's Democratic Left party.

Experts say Turkey has become so convinced of the rightness of the Ceyhan route that it ignores its shortcomings. The route is long and expensive. It crosses mountainous territory and would involve the jurisdictions of at least three states each with their own legal, tax and regulatory codes. Turkey has commis-

sioned a World Bank-financed feasibility study for the Ceyhan route from FLE, a German company, but has not addressed legal, financial and technical issues.

The government has not begun discussing whether to lift the legal monopoly of Botas, the state-owned pipeline company, which may be required for the Ceyhan route to succeed. International banks may prove unwilling to finance the project without guarantees that a deficit-ridden treasury may have trouble providing. Security forces have not defeated the PKK Kurdish guerrillas, which might attack construction teams.

However, there is still time for Turkey to organise a strong defence for Ceyhan. If Turkey is really lucky, Mr Cem and Mr Andican will even learn to get along and perhaps remain in office for more than a year.

By Robert Corzine
in London and Laura Silber
in New York

Oil markets are nervously awaiting details from the United Nations in New York on how the Security Council will deal with the latest twist to emerge in the UN-supervised oil-for-food programme for Iraq.

Industry analysts say oil prices could tumble by around a dollar a barrel depending on what solution is adopted by the Security Council next Tuesday.

Under the oil-for-food programme Iraq is allowed to export 5,000 tonnes of oil every 90 days. The current period expires today, but Iraq is about \$450m short of the financial target because exports were held up for much of the summer while a new aid distribution plan - demanded by Baghdad - was hammered out.

Last night diplomats in New York confirmed that a compromise solution had been reached and was being studied by the US state department. "It involves playing with the rollover periods," said one diplomat.

Re-setting the clock would be largely neutral for prices, he said. Bill Richardson, US ambassador to the UN, said he "could not anticipate what the council will do" and refused to comment on the US position, saying he was speaking in his role as the current president of the Council. However Mr Richardson yesterday travelled to Washington where diplomats said he would discuss the matter with senior US officials.

Rumours that the US was softening its traditionally tough approach to the oil-for-food programme have been making the rounds among oil traders and analysts recently.

But one western diplomat yesterday said US policy was still aimed at ensuring that Iraq did not receive any unintended benefits from UN Resolution 661 which authorised the programme.

"Iraq has to be made to pay some price for its difficult behaviour," he said. The US is thought to be concerned that the formal structure of the programme be maintained as much as possible. One of Washington's main fears when the programme began earlier this year was that its strict controls and rules would lapse over time and that Iraq could wind up with much larger exports without meeting the demands that it account fully for its programmes to develop weapons of mass destruction.

NEWS DIGEST

Japanese trade surplus triples

Japan's contentious trade surplus more than tripled during the first 20 days of August compared with the same period a year ago, according to the country's finance ministry yesterday. The surplus, which caused considerable friction with the US in the 1990s and early 1990s, was higher than expected, rising 236 per cent from ¥69.3bn to ¥233.1bn (\$1.9bn).

Although imports rose 6.7 per cent to ¥2,094bn, the increase was more than offset by a strong surge in exports, up 14.5 per cent to ¥2,327bn. The finance ministry said strong car exports were mostly behind the big rise in the surplus.

Meanwhile, domestic Japanese demand remains depressed, dragging down sales of most foreign automotive imports. Sales of imported vehicles in August fell 18.8 per cent from the same month last year to just 21,541 units – the fifth month they have declined. Excluding cars imported by Japanese manufacturers, foreign sales dropped 13.8 per cent to 16,761, according to figures published by the Japan Automobile Importers Association.

One apparent bright spark in an otherwise gloomy picture for Japan's domestic economy was an unexpectedly large increase in July household spending, which increased 3.2 per cent from a year earlier.

Paul Abrahams, Tokyo

TUNG FACES QUESTIONING

US warns on HK democracy

Tung Chee-hwa, Hong Kong's post-colonial leader, can expect tough questions during his forthcoming US trip on the pace of democratic development in the territory and its autonomy from China following July's transfer of sovereignty, the US consul general warned yesterday. Richard Boucher described developments in Hong Kong as "a crucial bellwether" of China's commitment to the one country, two systems formula which underpins the handover and of its intention to keep other international commitments.

The US consul said Mr Tung would find a generally friendly environment, but signalled concerns over rules for elections next year. Mr Boucher said the rules appeared to many to be "a step backwards in terms of the path of democratisation".

John Ridding, Hong Kong

PM SEEKS CHANGES

Thais debate new constitution

Thailand's parliament began debating a controversial new constitution for the country yesterday overshadowed by reports that the coalition led by the prime minister, Chavalit Yongchaiyudh, would attempt to water down some of the charter's most stringent measures before voting on it.

The draft charter is designed to reduce the influence of money in politics and create a more capable and efficient government administration. Mr Chavalit asked the non-politicians who drafted the new charter whether or not it could be improved.

His question was taken as a confirmation that his coalition may exploit a legal loophole to amend the draft before voting on it, a move that would violate the spirit of the year-long process of writing a new constitution by a group of non-politicians largely free of political influence.

Ted Bardacke, Bangkok

PRESSURE FROM DEFAULTS

Korea bank rescue loan

Bank of Korea, South Korea's central bank, said yesterday it would extend a one-year special loan of Won1,000bn (\$1.1bn) to Korea First Bank from next Monday. A central bank statement said the special loan would carry an annual interest of 8 per cent. Korea First Bank, hit by a chain of defaults by big corporations, had asked the central bank for Won3,000bn. Separately, the finance ministry said the government would take part in a capital increase for the bank. A ministry official said the government would buy Won600bn worth of Korea First Bank common shares. A ministry statement said the government decided to help the Korea First Bank operate normally by extending liquidity. But the aid would be granted on condition the bank went ahead with its restructuring plan.

Reuters, Seoul

PAKISTAN AMNESTY ENDS

Banks to pursue defaulters

Pakistan's central bank yesterday ordered public sector banks to begin legal action against loan defaulters. The move coincides with the end today of a three-month amnesty, which allowed defaulters to negotiate settlements carrying immunity from legal action. Defaulters owing a total of PRs55bn (\$800m), about 20 per cent of the total due to banks, have approached the banks under the amnesty so far. Under new laws, Pakistani banks will be empowered aggressively to pursue defaulters.

Farhan Bokhari, Islamabad

Fragility of Mahathir's vision is exposed

James Kynge on the suspension of big projects and doubts about companies' creditworthiness

The fragility of prime minister Mahathir Mohamad's bold economic vision for his country was thrown into sharp focus yesterday. Within the space of several hours last evening, Dr Mahathir first reversed a ban on short selling of shares announced earlier this week; and then he put on hold several mega-projects, including the M\$13.6bn (US\$4.5bn) Bakun Dam, that have come to symbolise his ambition to achieve economic development through bold infrastructure projects.

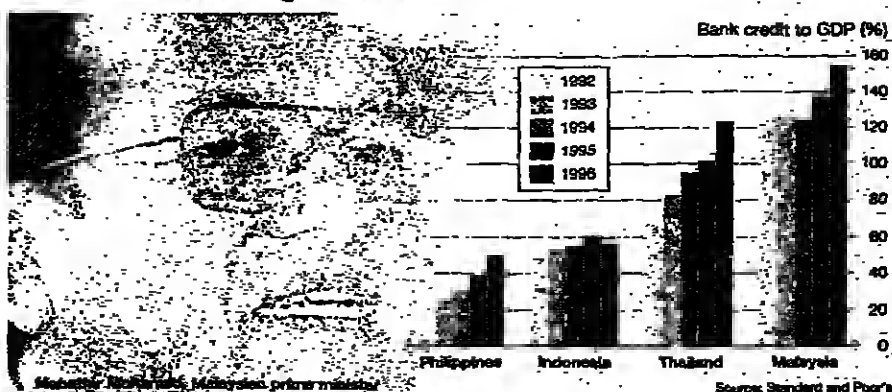
Yesterday's policy U-turns followed the announcement on Wednesday of an unprecedented M\$60bn fund to support the country's stock market, which has fallen by 31 per cent in the past two weeks of the Asian currency crisis and by 42 per cent since its February peak. Dr Mahathir's shrill response to the crisis, in contrast to, say, neighbouring Indonesia, has unsettled the market as never before.

The problem for the main market casualties, the cream of the country's top industrial companies that are entrusted with executing infrastructure schemes, is that they are facing potentially crippling demands by banks for the repayment of loans, bankers said.

The demands have been triggered by the decline in the value of stocks used as collateral backing the loans.

"Once collateral devalues beyond a certain level, banks have to call in the loans,"

South-east Asia: tiger bubbles



The cream of the country's top industrial companies – entrusted with carrying out big infrastructure schemes – are facing potentially crippling demands from the banks for the repayment of their loans

said one banker. He said the share value of several key Malaysian infrastructure companies had now reached levels at which repayment calls were imminent.

The most frequently cited example is Renong, the country's largest infrastructure company, in spite of ferocious selling pressure, Renong's share price has yet to fall below the M\$3 level at which analysts believe loan calls would be activated.

The company, which has impeccable political connections, is the leading participant in Dr Mahathir's grand

act of nation-building. It is taking a leading role in building Putrajaya, a M\$20bn administrative capital which is already under construction, and Cyberjaya, an information technology city planned to nestle by Putrajaya's side.

The two together are to form the main infrastructure within the "multimedia super corridor" (MSC), which envisages the creation of a kind of Silicon Valley in Malaysia.

The MSC is the centrepiece in Malaysia's planned transformation from a

medium technology manufacturing base to an advanced participant in the information age. If Renong runs into debt repayment problems, it is difficult to envisage Putrajaya, Cyberjaya and the MSC – as well as several major infrastructure schemes – going ahead as planned, analysts said.

The scale of the problem, the analysts added, provided the answer to why the prime minister announced on Wednesday that he had set aside M\$60bn, equivalent to 43 per cent of the country's entire gross domestic prod-

uct last year, to prevent selected companies from falling victim to loan calls.

An unspecified premium to be paid by the fund to Malaysians selling shares is seen as a way of halting out companies such as Renong, analysts said. Other companies which may benefit include MRCB, another diversified infrastructure company; Country Heights, a property and construction company; DRB-Hicom, an industrial conglomerate responsible for making Proton, the national car; and Malaysian Airlines, the national carrier. There are others, too.

Terry Chan, associate director of financial institutions ratings in the Asia-Pacific for Standard and Poor's, the international rating agency, said bank lending to some large Malaysian corporations was coming under increased scrutiny. Bank credit in Malaysia is expected to reach 170 per cent of GDP this year, which is a far higher level than in neighbouring Thailand.

He added that a particular risk attended some large corporations which have borrowed both at holding company level and at subsidiary level. The danger of such "double leverage" was that if the profits of subsidiaries were squeezed in Malaysia's economic slowdown, they might not be able to pay sufficient dividends to satisfy the loan service charges of the holding company, Mr Chan said.

This could have severe repercussions on the banking system, which is dangerously exposed to holding company debt. The Arab Malaysian Bank, one of the country's largest, has 44 per cent of its total lending to investment holding companies, Mr Chan said.

Another problem which is typically Malaysian is that many among an inner circle of top entrepreneurs are believed to have borrowed significant amounts using their controlling stakes in key companies as collateral.

Some of this borrowing, which does not show up on company balance sheets since it is private, is denominated in foreign currencies, such as the US dollar. If banks call in these loans, it is conceivable that some of these tycoons will have to sell down their controlling stakes in key companies.

"The tycoons do borrow money and secure it with their shares," said Mr Chan. With such pitfalls lurking, it is perhaps not surprising that Dr Mahathir is willing to tap the state coffers. As he said recently, without such short-term measures, "there would be no long-term measures".

There are questions, however, as to how long the buying operations can be sustained before the money runs out. Half of the M\$60bn fund is to be raised by borrowing through the launch of state bonds. But, as one analyst said, "who has the money to buy bonds?"

Bakun blow to both contractor and client

When ABB, the Swiss-Swedish engineering group, announced in June last year that it had won the Bakun hydro-electric contract it was proud to proclaim its success in securing its biggest ever order.

Those celebrations have turned out to be woefully premature. Yesterday's announcement from the Malaysian government that it is postponing indefinitely the M\$13.6bn (US\$4.5bn) scheme along with other government-sponsored projects may not be the final word on Bakun. But, at the very least, it could be years before the scheme is revived. And there is no guarantee that Kuala Lumpur would go back to the ABB-led consortium with its order.

The cancellation is a big blow to the prestige of Malaysia and of Mahathir Mohamad, the prime minister, who backed the scheme. It is also a considerable setback for ABB and Goran Lindahl, the chief executive, who personally supervised the contract in his previous job as head of the company's power transmission business. ABB shares fell yesterday 2.5 per cent in Zurich and 2.2 per cent in Stockholm. Even though the loss of the Bakun order would reduce turnover and profits by only a few percentage points, the damage to ABB's morale could be considerable since Mr Lindahl set such great store by the scheme.

ABB executives said yesterday they were "surprised" by the news from Malaysia. However, the Bakun scheme was in serious difficulties even before the current financial typhoon struck Malaysia. From the outset it was clear that the government's aim of financing the scheme in the private sector was very ambitious. The main burden fell on Ekran, an industrial group headed by Ting Pek Khing, a close associate of Dr Mahathir, the biggest shareholder in Bakun Hydro-Electric Corporation (BHC), the company set up to develop the scheme.

The plan was for Ekran and its fellow shareholders – mainly Malaysian state-owned companies – to float BHC on the stock market and to raise further funds from banks. But the partners stumbled at the first hurdle in June with the failure of an Ekran rights issue. Talk of a BHC flotation became fanciful. Bankers were also reluctant to lend to the dam because it promised a 12 per cent return on capital, when they wanted 20 per cent or more for a risky scheme involving building a dam in the jungles of Sarawak and linking it to peninsular Malaysia with a 1,350km cable, half under sea.

Meanwhile, talks between Ekran and ABB, aimed at settling details after the contract was signed last year, stalled over the tricky issue of responsibility for possible

cost over-runs. The problem loomed ever larger because the Malaysian ringgit fell 20 per cent against the US dollar after early July and many costs were denominated in US dollars. Swiss financial analysts say the cancellation would do more harm to ABB's image than its bottom line. Frederick Hasslaer of Bank Sal Oppenheim, the investment bank, estimates that the

US\$2.5bn of Bakun orders booked by ABB over the last 18 months is equal to less than 7 per of ABB's total order flow. In terms of profits, Mr Hasslaer estimates that it could reduce 1999 earnings by up to 5 per cent. Other analysts suggested the profit loss could be even less since prestige projects such as Bakun are often won on below-average margins. ABB has incurred costs in prepar-

ing the scheme but its consortium had not yet started construction. It may be able to sue for compensation.

The cancellation may raise questions about the strategy of Mr Lindahl, who has put a stronger emphasis on sales and marketing than his predecessor Percy Barnevik, now chairman, who handed over day-to-day control of ABB in January.

But at least one group of

people was pleased with yesterday's news – environmentalists who have opposed the scheme. Peter Bosshard of the Berne Declaration, a Swiss environmental group, described the announcement as a "very positive development".

Stefan Wagstyl, James Kynge and Bill Hall

Competitive, efficient system foreseen but still some way off

Australia set for bank reforms

By Elizabeth Robinson in Sydney

A new Australian banking system, delivering efficiency through greater competition and regulation is still some way off, according to many observers of the reforms announced by the government this week.

While the review has been widely welcomed, the reforms are not expected to be implemented for another two years, giving market participants time to jostle for position.

The main points of the reforms were recommended in a government-commissioned report by Stan Wallis, a leading Australian businessman, presented in April. Mr Wallis was asked to design a system that could gain efficiencies from a market worth A\$40bn (US\$30bn) a year without compromising security. Most of his 115 recommendations have been adopted.

Peter Costello, federal treasurer, predicts that everyone is a winner, with consumers and businesses in particular standing to gain "billions of dollars of benefits" from the new system.

The thrust of the reforms centre on increasing compe-



Costello: everyone a winner

tion. Non-banks are to be allowed to compete on an equal footing with banks provided they fulfil criteria set out by the Reserve Bank. They will be able to offer the full range of financial services to consumers and get the same level of protection. The reforms recognise the increasingly blurred distinction between banks and non-banks: building societies, credit unions and life insurers will be able to enter banks' territory, while companies such as Telstra, the telecommunications group, and retailers will be able to provide financial services.

Over-arching the industry

will be a refined regulatory structure to ensure protection filters through the newly created layers. Two new bodies will be formed: the Australian Prudential Regulation Authority will oversee the safety of all financial institutions; and the Australian Corporations and Finance Services Commission will be formed to ensure consumer protection and act as a market regulator. A third supervisory role – to regulate the payments system – will continue to be conducted by the Reserve Bank.

The clear winners under the new system will be the credit unions, building societies and insurers who are already active in the personal finance market and who will soon be able to offer the same deposit-taking facilities currently enjoyed by banks.

The market will also be regulated at a national, rather than a state level, affording these smaller players a level playing field. Although shares in the big four banks fell steeply immediately after the announcement of the reforms, not all is gloom for them.

The reforms say that non-operating holding companies

will be able to hold banking licences, which will allow banks to own more than one licence. In addition, they are to be freed from having to hold non-callable deposits, earning them low returns, at the reserve bank.

However, Mr Costello stipulated that the "four pillars" rule – referring to the country's four leading banks – should remain, preventing takeovers between the main banks. National Australia Bank, the strongest, was disappointed by this as it has long argued for formation of financial conglomerates.

Don Argus, NAB's managing director, admitted he was disappointed at the "policy vacuum" in regard to industry mergers but admitted that mergers could be "politically difficult".

Although ANZ and Westpac are seen as the most vulnerable to takeover, the treasurer retains the right to approve stakes exceeding the 15 per cent limit, raised from 10 per cent.

While in theory the market has also been opened up to foreign takeovers, the 15 per cent rule means in practice that foreign banks would have to buy either 100 per cent or less than 15 per cent.

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NEWS: THE AMERICAS

Ricupero warns over Brazil economy

By Geoff Dyer in São Paulo

The Brazilian economy is weaker than several of the south-east Asian countries hit by currency crises over the last two months, according to Rubens Ricupero, the former Brazilian finance minister.

The slow progress of reforms of the civil service and the social security system, crucial to reducing the budget deficit, and the failure to boost exports were increasing the vulnerability of the Brazilian economy, said Mr Ricupero.

Mr Ricupero, now secretary-general of the UN Conference on Trade and Development.

Mr Ricupero, a former Brazilian ambassador to both the UN and the US, was finance minister in 1994 during the launch of the new currency, the Real.

The economic crisis in Asia has focused attention on the Brazilian economy, because of its large fiscal and current account deficits. Brazilian shares have fallen sharply since the Asian crisis started in mid-July, although they recovered some ground this week.

Mr Ricupero's tone contrasts with the more optimistic outlook of most economists. They argue that Brazil will avoid a crisis in the short term because of the strong inflows of direct investment that the economy is receiving, spurred by a large privatisation programme, and because of its sizeable reserves.

Speaking in São Paulo, Mr Ricupero said several of the south-east Asian countries facing currency crises had lower budget deficits and a greater capacity to export than Brazil. And unlike Mexico in

1994, Brazil does not have a stand-by economic agreement with the IMF.

He added that Brazil's high levels of foreign direct investment had drawbacks as well. In the short term, new foreign companies tend to import heavily and in the medium term they could start to repatriate profits and dividends, leading to heavy capital outflows, he said.

Mr Ricupero said the government was correct to stick to its strong currency policy to keep inflation under control.

However, arguing that economic "stability is a long way from being guaranteed", he called on President Fernando Henrique Cardoso to turn next year's presidential elections into a referendum on the stalled fiscal reforms. "Only the mobilisation of the public will guarantee the success of the reforms," he said.

He also urged the government to adopt a more aggressive strategy towards increasing exports and competitiveness, including greater dialogue with the private sector about export opportunities.

Computers nudge cocoa off the map

A US businessman takes advantage of competition between Brazilian states on incentives, says Geoff Dyer

American capitalism does not come in more pure a form than George Saint Laurent III, the son and namesake of a well-known businessman, a one-time options trader and the 36-year-old founder of his own computer company.

Yet it was the unlikely figure of Mr Saint Laurent in the tropical, north-eastern state of Bahia, brought in to revitalise its economy when the cocoa crop, its main industry, was devastated by disease.

Aided by a generous range of tax breaks, Mr Saint Laurent's company, Vitex, set up a factory two years ago in Ilhéus, a stone's throw from a palm tree lined beach, where it produces computers, televisions and videos for the Brazilian market. With a staff of 450, mostly former workers on cocoa plantations, the Nasdaq-listed company is now the region's largest employer.

This improbable partnership resulted from an improbable contact. Mr Saint Laurent arranged the tax deal through José Haroldo Vieira, the septuagenarian former head of the government's cocoa institute and a leading local figure. "There were, this old cocoa guy who knew nothing about computers, and me this young techno nerd from Yale," he said.

Vitex is one of the many

Brazil: the good news and the bad



multinational companies which are investing rapidly in Brazil at the moment, often in consumer industries, in an attempt to tap an expanding middle class. Brazil is expected to receive \$15bn of foreign direct investment this year.

But the Bahia factory is also an interesting example of a more controversial trend, the large fiscal incentives on offer to foreign companies from state and municipal governments, which are falling over each other to have the new factories situated in their own backyards.

Critics say the so-called "fiscal war" is developing into a vicious cycle of ever more generous tax breaks.

Vitex's package of incentives includes a 10-year holiday from the state sales tax. However this pales in comparison with the R\$253m (\$231m) credit General Motors received from the Rio Grande do Sul government for a new factory. The federal government has also been offering incentives for car makers to move to the less-well developed north-east of the country. "The situation is becoming

absurd," said Antônio Barros de Castro of the Federal University of Rio de Janeiro and a former president of the National Development Bank (BNDES). He claimed one state government has offered to pick up a company's wage bill for three months, while another has proposed paying several months transport costs. "It is very difficult not to dance when this music starts to play," said Mr Barros de Castro.

Critics claim state governments are throwing money away as the bulk of the new investment would come to

Brazil anyway. "These companies are here because of the potential market, not the incentives," said Carlos Alberto Maria of Trevisan Consultants.

Moreover, tax breaks come at a time when many state governments are suffering a severe fiscal crisis, after the cut in inflation exposed huge holes in their finances. Most of Brazil's 27 states are now negotiating refinancing of debts they cannot meet with the federal government.

In an attempt to put a break on the process, Senator Waldeck Ornelas from Bahia has authored a bill which calls for some regulation of the incentives. To some observers, however, it goes against the federal nature of the Brazilian political system.

For the local politicians the tax breaks are a valid means of attracting jobs.

The Ilhéus case is again a dramatic example of the national picture. The region's economy was thrown into crisis when witches brew disease began to decimate the cocoa crop in the early 1990s. Production in what was once the world's biggest cocoa area has dropped by 70 per cent.

José Henrique Abreuira, the town's deputy mayor, said drastic action was needed because 250,000 people in the region lost their jobs due to the cocoa blight. "What the municipality loses in revenue from

incentives is more than compensated for by the jobs and wealth that are generated," he said. Although the companies are the biggest winners from the fiscal war, the incentives sometimes come with strings attached.

To meet employment targets set by the council, some parts of the production process in Vitex's factory use people when machinery would be more efficient. And Vitex was forced to move into an old cocoa processing factory, part of which was used for drying the crop.

"The building is too hot in the summer, which in this part of the country means most of the year," said Francisco da Conceição, the production manager.

Based in a region dominated by farming, Vitex has had to train virtually all its staff from scratch in how to manufacture hi-tech goods.

"We gobbled up all the people with any technological skills," said Mr Saint Laurent. "You will not find a TV repairman around here for miles." The other danger with fiscal incentives is that the companies move elsewhere when credit runs out. Vitex had set up in 1992 in the state of Espírito Santo, but left when it fell out with the local government.

Could the same happen in Bahia? Clutching a picture of a 3km stretch of beach he has recently bought nearby, Mr Saint Laurent insisted: "I am here for life."

NEWS DIGEST

Caracas opens up telecoms

The Venezuelan government is to open the wireless telephony market further later this year, providing competition to the two companies banned in July from taking on new customers because of poor service. Moisés Orozco, minister of transport and communications, said this week that pre-qualification would start in a bid to take on Telcel and Movitel, which are facing difficulty in meeting unexpectedly strong demand.

The regulatory agency Conatel imposed the ban on new customers, apparently because the service had deteriorated under excessive demand. Telcel belongs to the Cisneros group of companies and Movitel is a subsidiary of the telecommunications company Cantv. Venezuela currently has technical capacity to accommodate two more cellular telephone operators, the minister said.

Mr Orozco also said there would be pre-qualification this year for investors interested in competing in basic telephony after Cantv's monopoly expires in 2000. The bidding process, which initially was not expected until 1998 or 1999, is being brought forward so that the winning investor can have an early start on infrastructure projects. Raymond Collat, Caracas

US ENERGY DEREGULATION

Public still left in the dark

Many Americans remain either sceptical or ignorant of the impending deregulation of the energy market, despite the belief of supporters that it will bring huge benefits to both corporate and residential consumers.

Two surveys published yesterday suggest that freedom to choose one's electricity supplier, the slogan proclaimed by advocates of change, has yet to join life, liberty and the pursuit of happiness on the list of rights cherished by Americans.

The studies also suggest that the widely varying results of deregulation in telecoms and aviation - with some prices falling and others steady or even higher - have left consumers wary of the effects of free competition. One set of data focused on the results of an experiment with retail competition in New Hampshire, a state where demand for freedom of choice should on the face of things be exceptionally high. Bruce Clark, Washington

US FILM INDUSTRY

Warning on internet piracy

Internet service providers must not be allowed to escape liability for infringements of US copyright law perpetrated by online pirates, Hollywood lobbyists told a Washington committee yesterday. The film industry, which already lost an estimated \$2bn a year to illicit video copying in China and Russia, stood to lose billions more as digital technology improved, according to the Motion Picture Association of America. Giving evidence to the Senate judiciary committee, which is reviewing copyright issues raised by the growth of internet traffic, the association said legislators should ignore "nightmare scenarios" presented by service providers. Online service groups, such as America Online - which has 9m subscribers compared with 3m two years ago - feared a flood of liability litigation. said Mr Fritz Attaway, the association's top lawyer. Christopher Parkes, Los Angeles

BUSINESSES FOR SALE

Clare Bellwood 0171 873 3064

Fax 0171 873 3064

Melanie Miles 0171 873 3349

Deloitte & Touche

(In Administrative Receivership)

The Joint Administrative Receivers, R.A. Powdrell and A.P. Peters, are offering for sale the long established business and assets of Maples Stores Plc. This major home furnishing retailer which currently has 300 employees has been trading since 1841. The business and assets available for purchase comprise:

- 23 fully fitted leasehold retail outlets.
- Well known "Maples" and "Waring & Gillow" brands.
- Home furnishing stock of approximately £4.5 million.
- Valuable order book.
- Established contract and design division.

For further information please contact Sandy Brown at Deloitte & Touche, Stonecutner Court, 1 Stonecutner Street, London EC4A 4TR. Tel: 0171 936 3000. Fax: 0171 583 1198.

COMPANY FOR SALE

High quality, profitable printing company for sale.

Turnover circa £1.6m p.a.

Owner wishes to retire.

Realistic price.

Principals only contact:

Mr Neil Gillam, Besse Lloyd,
No 1 Pemberton Row,
London EC4A 3BY

CASARET CLUB GRAN CANARIA
SPANISH 400 COAST. 700K sq. ft. leasehold.
100K net profit p.a. outstanding potential
£225K. Tel: 00 34 28 56 14 11

The Grosvenor Trust Plc

This dormant company is

FOR SALE

no assets or liabilities.

Offers L.O.: £25,000

0171 935 0064

INVESTMENT OPPORTUNITY

HOLIDAY PARK,
CLOSE TO LONDON

113 privately owned bungalows
(sold on short leases),
bar and indoor pool.

Great turnover £100,000 p.a. plus
about 12 acres with undeveloped planning
suitable for a further 151 holiday bungalows.

For sale by informal tender.

Edwards & Partners

01894 256741

TELECOMMUNICATIONS

SERVICES

South of England company
selling, installing and
maintaining cellular and fixed
business telephone systems.

Turnover in excess of £1½ million.

Further details from:

Beaumont Corporate Services Ltd.,

1921 Denmark Street,

Wokingham, Berks RG40 2QF

Telephone: (0118) 979 6362

Fax: (0118) 979 6264

COMPANY NOTICES

NOTICE TO NOTHOLDERS AND

WARRANTHOLDERS OF

THE SHIBUSAWA

WAREHOUSE CO. LTD.

US\$100,000,000 2½ PER CENT.

NOTES WITH WARRANTS 1997

Notice is hereby given to the

holders of the above mentioned

Notes with Warrants that The

Nippon Credit Bank, Ltd. has

resigned as Paying Agent and

Warrant Agent for The Shibusawa

Warehouse Co. Ltd. in connection

with the above mentioned issue

effective as from 30th September,

1997.

5 September 1997

The Shibusawa Warehouse Co. Ltd.

NOTICE TO BONDHOLDERS AND

WARRANTHOLDERS OF

MITSUI TOATSU

CHEMICALS, INCORPORATED

US\$300,000,000 4 PER CENT.

BONDS WITH WARRANTS DUE 1998

Notice is hereby given to the

holders of the above mentioned

Bonds and Warrants that The

Nippon Credit Bank, Ltd. has

resigned as Paying Agent and

Warrant Agent for Mitsui Toatsu

Chemicals, Incorporated in connection

with the above mentioned issue

effective as from 30th September,

1997.

4 September 1997

The Mitsui Toatsu Chemicals, Incorporated

NOTICE TO BONDHOLDERS OF

THE NIKKO SECURITIES CO. LTD.

US\$30,000,000 3½ PER CENT.

CONVERTIBLE BONDS 1999

Notice is hereby given to the

holders of the above mentioned

Bonds that The Nippon Credit

Bank, Ltd. has resigned as Paying

Agent and Conversion Agent for

The Nikko Securities Co., Ltd. in

connection with the above

mentioned issue effective as from

30th September, 1997.

4 September 1997

The Nikko Securities Co., Ltd.

PUBLIC

NOTICES

SECTION 8 WATER INDUSTRY

ACT 1991 ENVIRONMENTAL

LIMITED

Notice is given that on 29.08.97

Enviro-Logic Limited of 42-46

Weymouth Street, London W1N 3LQ

applied to the Director General of

Water Services for an appointment as

a water undertaker to replace Dyer

Cyrus Cif in respect of the area at

Aber Park Industrial Estate, Flint,

Chwyd CH6 5EX at present occupied

by Kimberly-Clark Europe. The

application is made in the

circumstances described by Section

7(4) (bb).

M.I.M. Holdings Limited
ACN 009 814 019

410 Ann Street, Brisbane Queensland 4000
Australia

Notice is hereby given that at the Annual General meeting of the Company to be held at 10.00am on 13 November 1997 at Brisbane, Australia, an election of directors will be held.

D.M. Munro

Secretary and General Counsel

LEGAL NOTICES

No. 5403 of 1997

IN THE HIGH COURT OF JUSTICE

CHANCERY DIVISION

COMPANIES COURT

IN THE MATTER OF

PECO HOLDINGS plc

IN THE MATTER OF THE

COMPANIES ACT 1985

NOTICE IS HEREBY GIVEN that a Petition was

presented to Her Majesty's High Court of Justice for (a) the

appointment of a Receiver and Manager and

(b) the confirmation of the reduction of

capital of the above named company from

£2,500,000 to £2,295,935.70.

AND NOTICE IS FURTHER GIVEN that the

Petition is directed to be heard before the

Chancery Division of the High Court at the

Royal Courts of Justice, Strand, London,

WC2A 3LL, on Wednesday 17th day of

September 1997.

ANY Creditor or Shareholder of the said

company desiring to oppose the making of

an Order for the confirmation of the said

reduction of capital should appear at the time

of the hearing in person or by Counsel for

that purpose.

A copy of the said Petition will be furnished

to any such person requiring the making of

an application to the court for an order for

the reduction of capital to be made.

Dated the 5th day of September 1997

ASHLEY MORRIS CRISP

Broadwater House

2 Appold Street

London EC2A 2EA

Solicitors for the above named company

IN THE MATTER OF

GOVET GLOBAL SMALLER

COMPANIES INVESTMENT TRUST

PLC

AND IN THE MATTER OF

THE INCOMPETENCY RULES 1986

(GOVET GLOBAL SMALLER INVESTMENT TRUST

IN ACCORDANCE WITH RULE 10(1) OF THE

INCOMPETENCY RULES 1986) AND IN

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INCOMPETENCY RULES 1

Car in which princess died was second-hand and the only one owned by hire company

Diana driver used to work for French police squad

By Jimmy Burns in London and Andrew Jack in Paris

Henri Paul, the driver of the car in which Diana, Princess of Wales, was killed, worked for the French special branch before being employed by the Paris Ritz hotel owned by Mohammed Fayed.

It also emerged yesterday that the car involved in the fatal accident - a Mercedes S-280 - was second-hand. It was the only vehicle owned by the hire company under contract with the Ritz.

Although it was disclosed officially that Mr Paul was driving at above the legal alcohol limit, the public emphasis of the local police and judicial authorities appears to have been on investigating photographs.

Friends and local journalists confirmed that during the 1980s, Mr Paul used to drink regularly in a Paris bar where he is understood to have provided information to the police.

Contacts continued with the police after he joined the Ritz staff and became deputy head of security.

The car which Mr Paul drove on the night of the fatal accident was owned by Etolie Limousines. But company filings show that the

business was created only last year. It had a single car leasing contract, for the Mercedes S280 that crashed on Sunday.

The company's registered office is the Paris home of Jean-Francois Musa, the only director, who refused to answer calls yesterday.

British newspapers, running out of paper because of soaring sales after the death of Diana, have asked Swedish newspaper producers to increase output.

Lars-Ove Staff, president of Stora's Kvarnsveden mill, said yesterday: "Several London daily tabloids have called and asked for more paper at short notice. But we are already running at full capacity, seven days a week around the clock."

MoDo, another Swedish group, said there was also strain on newspaper supplies to Germany and Sweden because of blanket coverage of Diana's death.

In London, the BBC last night backed down on an earlier refusal to provide a live television feed of its coverage of tomorrow's funeral service to Cable News Network, the US company, which has the largest potential audience of any broadcaster - an estimated 500m in 210 countries.



Staking a claim: a mourner waits near Westminster Abbey for tomorrow's funeral. He arrived on Wednesday

The dispute between the companies reflected growing international competition between CNN and BBC World, the UK broadcaster's external television service which reaches 187 countries. Representatives from 50 countries will attend Princess Diana's funeral tomorrow, but Buckingham Palace and the Spencer family have dispensed with regular protocol in drawing up the invitation list. David Buchanan writes.

The Foreign Office said the list of guests would reflect "countries the princess had visited and people she had known and met abroad", and that only those Commonwealth countries which have the Queen as their head of state had been invited.

Tributes boost international flower trade

By Gordon Cramb in Amsterdam and Our Foreign Staff

As bouquets carpet pavements ever more deeply outside British embassies throughout the world and outside royal residences in the UK, the international market for cut flowers is experiencing unusual demand.

The flower auction at Aalsmeer in the Netherlands, the world's largest, says it has seen a discernible increase in volumes shipped by exporters to the UK, which takes nearly 10 per cent of its £12.5bn (\$1.3bn) annual sales.

Roses were thin on the ground yesterday at the flower market which is one of the Dutch capital's prime tourist attractions. At the nearby De Zonnebloem street stall, red roses had quadrupled in price.

Florists in London have been swamped with people wanting to add to the floral tributes outside Buckingham Palace, St James's Palace and Kensington Palace. A further surge in demand is expected tomorrow.

Flowers on sale in the UK are being flown in from Israel, Kenya, Morocco, South Africa, Thailand and South America. Israeli flower exporters have shipped an extra 5m flowers to Europe.

"We have seen an increase in demand for flowers due to the death of Diana," said

Chaviv Haase, marketing director of the Israeli Flower Board.

He said in the first week of September Israel usually exports about 10m flowers but this week sales rose to 15m.

Colombian exporters are working overtime to meet the demand. "This week our exports to Britain have risen by 10 per cent compared to the normal for this time of year," said Ernesto Pineda, financial manager of Clavelles Colombianas, a leading carnation producer.

Some advertisers in Britain have postponed potentially offensive advertising campaigns until after Princess Diana is buried, John Williams writes. Advertisements for cars and alcohol have been withdrawn, as have those using themes such as death or chases.

One of the first companies to announce a suspension was Mercedes, German manufacturer of the car the princess was travelling in at the time of the accident.

"We suspended the campaign as soon as we heard about the accident on Sunday," the company said. "We won't be running adverts again until next week as a mark of respect to the princess."

Weightwatchers, the slimming organisation, has postponed the launch of a campaign featuring the Duchess of York saying losing weight is "harder than outrunning the paparazzi".

UK NEWS DIGEST

Sinn Féin goes to White House

Gerry Adams, president of Sinn Féin, yesterday met Sandy Berger, President Bill Clinton's national security adviser, at the White House in Washington. It is Mr Adams' first meeting inside the White House since the Irish Republican Army called its ceasefire seven weeks ago. White House staff emphasised that the IRA must maintain the ceasefire it declared on July 20 for Sinn Féin, its political wing, to make headway in Northern Ireland's peace negotiations with nine other parties.

Unlike Mr Adams' talks with White House staff during the 1994-1996 IRA ceasefire, yesterday's meeting did not include an intervention by President Clinton or vice-president Al Gore, even though Mr Gore was in the White House at the time. Mr Clinton remained on holiday in Martha's Vineyard in Massachusetts. Mr Adams said he did not feel snubbed. AP, Washington

THE ECONOMY

Slowdown reported in retail sales

The Confederation of British Industry yesterday reported a slowdown in the growth of retail sales during August in its distributive trades survey, which covers 15,000 companies. But the survey also suggests that overall volumes remain at exceptionally high levels in spite of the slowdown from earlier months. The CBI, the biggest employers' lobby, said that 47 per cent of retailers reported higher sales compared with the same month a year earlier, while 25 per cent said that volumes were lower, leaving a positive balance of 22 per cent.

The survey also found that retailers increased the proportion of imported goods, because of the strength of the pound. The surge in retail sales during the summer was triggered by £55bn in windfall profits from demutualisations of saving and loans institutions, leading to fears of a spending boom. Wolfgang Münchauer

CENTRAL BANK

Economists urge greater scrutiny

Economists in the City of London yesterday urged the House of Commons Treasury committee to take a high profile role in scrutinising the Bank of England's handling of its new power to set interest rates. At a private seminar in Westminster, the economists told members of the committee that it must take the lead in making the Bank, the UK central bank, accountable for its actions. Giles Radice, chairman of the committee, said he was very encouraged by the response at the meeting which was attended by a wide-range of experts from the City of London, universities and government departments. "There was a wide consensus among the experts that they want us to take an ambitious view of our role in providing accountability," he said. Mr Radice is being backed by Gordon Brown, the chancellor of the exchequer. David Wighton

CONSTRUCTION

Defence contracts streamlined

The Ministry of Defence yesterday awarded three companies contracts to manage most of its £5bn (\$6.1bn) of construction work over the next three years. Bucknall Austin, Mott MacDonald UK and Symond Group will oversee the ministry's building and refurbishment programme in its three main English regions. The department said the partnering scheme would cut the costs of delays of tendering for individual projects and help build a longer-term relationship with the companies. David Wighton

Brussels spurns exclusive agreements proposal

By David Wighton, Political Correspondent

The European Commission has ignored calls from the British government to lift a blanket ban on exclusive agreements between suppliers and distributors, prompting harsh criticism from the City of London.

The government's trade and industry department had put forward proposals, backed by UK

business, that would have made such agreements legal unless they had a harmful effect on competition.

Instead, the Commission is proposing that agreements be exempt from the prohibition only if the parties' market share is below a certain level. The move was yesterday attacked by Beachcroft Stanleys, the City law firm, that has been working with the department. Julie Nazerall, a partner at the

firm, said that the UK government proposal would provide a much higher level of legal certainty for business and cut red tape.

"It ensures that companies still have the flexibility and incentives necessary to pursue business innovation without compromising Europe's commitment to fighting anti-competitive agreements," she said.

A recent survey by the firm showed that most UK companies

would oppose the Commission proposal because it would produce unpredictable results.

The Commission's rejection of the UK plan is revealed in an invitation to a public hearing on the issue in Brussels next month. It makes clear that lifting the prohibition is not up for discussion.

Under Article 85 of the Treaty of Rome, the rules deem anti-competitive virtually all exclusive agreements - where a supplier

appoints a reseller as an exclusive distributor or a distributor agrees to buy all products from one supplier. But economists say that most such agreements should benefit consumers and the Commission has been forced to introduce many of exemptions.

But these exemptions are so rigid that drawing up an agreement to comply with their terms has become a long and expensive process.

Record sales in peak month

Manufacturer	Aug 1997	Aug 96	Change
General Motors UK	167,770	149,241	18,529
Volvo	74,070	73,333	737
Peugeot	70,286	72,877	-2,591
Renault	67,744	67,744	0
Ford	67,744	67,744	0
BMW	67,744	67,744	0
Mercedes	67,744	67,744	0
Alfa Romeo	67,744	67,744	0
Seat	67,744	67,744	0
Skoda	67,744	67,744	0
Suzuki	67,744	67,744	0
Toyota	67,744	67,744	0
Vauxhall	67,744	67,744	0
Wolvo	67,744	67,744	0
Other	67,744	67,744	0

Imports of cars surged last month as manufacturers cleared their factories to meet British demand which was almost 10 per cent higher than a year before, Haig Simonian writes. August is the most popular month for purchases because the letter denoting the year of registration on licence plates changes. Last month's sales of 525,539 exceeded the previous August peak of 500,112 in 1989. Cars made outside the UK accounted for more than 68 per cent of total sales. The figures reinforced expectations that sales this year would be among the highest ever at over 2m.

Unions press for 'substantial' pay rise at Ford

By Andrew Bolger, Employment Correspondent

Trade unions representing nearly 30,000 workers at Ford factories in the UK yesterday submitted a claim for a "substantial" pay rise and a reduction in the working week.

The claim, on behalf of workers at 21 sites, did not specify a pay figure. But the Ford negotiators will be influenced by the recently concluded deal at Rover Group under which 28,000 employees will receive 4.5 per cent in November, the first phase of three-year deal.

Ford is seen as a pace-setter in pay settlements, and Income Data Services, the independent pay research body, has forecast that the Ford negotiations could prove especially fraught. Annual settlements throughout the economy were already running at between 3.5 per cent and 4 per cent, even before July's jump in inflation to 3.3 per cent. It is forecast to rise in coming months.

The unions also asked for renewed assurances on job

security, improved pensions, a review of the structure of wages and allowances and for healthcare to be paid for by Ford.

Ford cut nearly 1,000 jobs at its Halewood factory in north-west England this year, mainly because of reduced demand for its Escort car. The last Ford agreement contained an employment security clause, guaranteeing against compulsory redundancies as a result of efficiency improvements, provided that cooperation continued.

The company remains the dominant manufacturer in the UK, although its market share last year slipped by 1.5 per cent to 19.6 per cent. But the UK operation made a pre-tax loss of £389m (\$634m) last year on sales of £7.1bn.

Tony Woodley, chief negotiator for the Transport and General Workers' Union, said Ford workers' pay had slipped behind employees at other car companies by as much as 11 per cent, in spite of "massive improvements" in productivity.

New unions, Editorial Page

Freight groups hit at 'sweetener'

By Charles Batchelor, Transport Correspondent

At least six companies keen to run freight services through the Channel tunnel between England and France are considering challenging the sale of the state rail network's tunnel freight business because they believe the "sweetener" included in the deal will distort competition.

They are objecting to the £200m (\$326m) payment promised to English Welsh & Scottish Railway, the successful bidder for Railfreight Distribution, the state network's Channel tunnel subsidiary, to cover tunnel access charges over the next

10 years. EWS is an offshoot of Wisconsin Central Transportation of the US.

The Rail Freight Group, a lobbying organisation for the freight industry, wrote to John Prescott, deputy prime minister, last week warning of growing concern about the terms of the deal.

"I know of half a dozen potential operators who wish to use the Channel tunnel

and who, if they do not receive the same tariff benefit as that already announced for EWS, are likely to lodge a complaint on the basis of unfair competition," Lord Berkeley, the freight group chairman wrote to Mr Prescott.

EWS's completion of the takeover of RfD has been held up for the past six months while the European Commission decides whether the deal contravenes European law on state aid. EWS and the UK government have extended by three months until November 30 the deadline by which either side can withdraw from the deal. EWS said it was confident the deal

would be approved by them. Lord Berkeley declined to reveal the names of potential tunnel operators but Francois Leclercq, managing director of CTL, which buys space on RfD trains for ships, said there was "bad feeling" in the industry.

EWS denied that the £200m subsidy for tunnel charges would give it an unfair advantage. "We will be ploughing money into the company," it said. "We are talking about a business losing £1m a week."

The cost of using the tunnel for rail freight is about £200 per container compared with about £120 to move a lorry on Eurotunnel's freight shuttles.

BUSINESSES FOR SALE



An Affiliate of the National Bank of Greece

INVITATION TO EXPRESS INTEREST

FOR THE ASSIGNMENT OF A PROJECT PERTAINING TO THE STUDY AND PROVISION OF EXPERT OPINION ON THE COMPETITIVENESS OF THE TERMS FOR THE CONCLUSION OF A CONTRACT FOR THE CONSTRUCTION OF A POWER STATION PRODUCING THERMOELECTRIC ENERGY COMBUSTING LIGNITE

The NATIONAL INVESTMENT BANK FOR INDUSTRIAL DEVELOPMENT S.A. ("ETEBAS") which by virtue of a resolution of the Governmental Committee dated August 1, 1997 has been appointed by the Ministry of Development as advisor (hereinafter to be referred to as "the Advisor"), hereby invites whoever is interested (hereinafter to be referred to as "the Interested Parties"), having the qualifications mentioned in the present invitation, to express their interest for the assignment of a study and provision of an expert opinion (hereinafter to be referred to as "the Expert Opinion") as to the competitiveness of the terms of a contract to be concluded for the construction, on a turn key basis, of a specific power plant of a capacity of 330 MW combusting lignite (hereinafter to be referred to as "the Project"), taking into consideration given technical and commercial specifications.

- The Expression of Interest should include, at least, the following:
- Details regarding the experience of the Interested Parties evidencing each Interested Party's knowledge and expertise in connection with cost evaluation of, studies, constructions, procurements, installation and delivery on a turn key basis of power stations of a large size and complexity generating thermoelectric power combusting, by preference, solid fuel of low calorific value (lignite), as well as any other details evidencing their ability to respond to the requirements of the Expert Opinion.
 - Information regarding any participation of each Interested Party or of its affiliates and/or associates in infrastructure projects in Greece and/or abroad, related to the energy sector (for procurement of material, as contractor, in preparation of studies, etc.). It is clarified that any existing or under negotiation contractual relations of an Interested Party or its affiliates and/or associates, in projects (wherever executed) in which projects are involved third parties linked in any manner whatsoever with the Project, may lead to the exclusion of such Interested Party. If the Advisor, acting at its absolute discretion, decides that said contractual relations are incompatible with the assignment of the Expert Opinion.
 - Reference to any relevant experience of each Interested Party and of its areas of expertise, evidencing its knowledge of the electric power market and particularly of the European one.
 - Any other information which in the opinion of each Interested Party, will assist in the evaluation of its international reputation and objectivity as an independent firm in order to meet satisfactorily the requirements of the Expert Opinion.

The Interested Parties are invited to submit to the Advisor details regarding their experience by specific reference to the nature and size of the projects undertaken by them up to date, as well as to their role in connection with such projects and details of the clients on behalf of which they have acted. It is clarified that the Advisor may ask for references as regards each Interested Party.

The Interested Parties are kindly requested the text of their Expression of Interest which they will submit, not to exceed fifteen (15) pages and to be submitted until September 22, 1997 and at 17:00 (local time), at the Advisor's offices at the following address:

ETEBAS
12-14 Amalias Ave.
102 36 Athens

Attn: Mrs A. Boumi

The Advisor will contact those Parties which it considers as possessing the required qualifications for the provision of the Expert Opinion (hereinafter "the Selected Interested Parties"). Following completion of the preselection phase, the Advisor shall make available to the Selected Interested Parties additional information regarding the Project in order to enable them to bid. One of the most important criteria for the evaluation of the bids and final selection of the successful bidder, is the element of the time required for the provision of the Expert Opinion. However, said time element must not affect the completeness and quality of the Expert Opinion.

The Interested Parties are not entitled to any right, claim or demand for compensation against the Ministry of Development and/or the Advisor for any reason or cause whatsoever in connection with the present invitation.

The present was drafted in the Greek language and translated in English and in any event, the Greek text prevails. The interested Parties may contact exclusively the Advisor for any relative information, as follows:

ETEBAS
12-14 Amalias Ave.
102 36 Athens

Responsible:

Mrs A. Boumi
Tel.: 32 42 863
Fax: 32 95 221

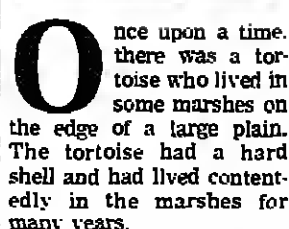
Mr G. Coutsoudakis
32 96 470
32 96 393

MANAGEMENT

JOHN KAY

A boardroom fable

A creature is happiest when its characteristics are in harmony with the environment in which it lives



Once upon a time, there was a tortoise who lived in some marshes on the edge of a large plain. The tortoise had a hard shell and had lived contentedly in the marshes for many years.

But the tortoise was no longer happy. The source of its distress was the athletics contests that were frequently organised by the animals of the plain. The tortoise did well in some events, like hide and seek. But not in the races. In every racing event the tortoise was left far behind by the hare.

What was to be done? Like everyone who is unsure of what to do next, the tortoise turned to a company of management consultants. It sought the advice of Boston, McBailey and Butterston, one of the best-regarded companies in the business. Within a few days, the tortoise was surrounded by youngsters with MBAs from the finest business schools. They measured the dimensions of the tortoise and the way it moved. They held interviews with other tortoises and with hares. Above all they listened intently to the tortoise's concerns.

Following this intensive appraisal, Boston, McBailey and Butterston prepared their recommendations. Soon the consultants returned to present their findings.

They began the session with their diagnosis. The reason the tortoise kept losing races, they pointed out, was that tortoises could not run as fast as hares. They illustrated this with several slides, and, conclusively, with a video that showed hares regularly overtaking tortoises. The tortoise was impressed. "I can see," it thought to itself, "why these young people earn such high salaries. They have

learnt to listen to the client and to focus exactly on the nature of its concerns."

But there was better to come. The consultants went on to explain why the tortoise could not run as fast as the hare. It was because the tortoise had short legs and a heavy body. The hare had longer legs and a lean figure. By this time, the tortoise was rolling on its shell in delight. These people did not, like some consultants, just relay back to you what you had already told them. The clincher was an elegant diagram that summarised it all. One axis described the length of legs; the other, body weight. The best position to be in was long legs, low body weight; the worst was short legs, high body weight. There was a picture of a hare in one box, a tortoise in another, and an arrow to show how the tortoise needed to move, or re-engineer itself, as the consultants put it.

Finally, the lights dimmed and the consultants moved to their recommendations. They showed the tortoise a picture of a jaguar. The elegance of the jaguar's grace-

ful legs and slim body took the tortoise's breath away. What the tortoise needed to do, the consultants explained, was to turn itself into a jaguar. Short legs were only superficial manifestations of the tortoise's problem. The real obstacle to success for the tortoise was that it was constrained by the limits of its imagination. So many creatures in today's environment, the consultants explained, suffered from this deficiency; so many had been helped, by Boston, McBailey and Butterston, to overcome it.

The consultants left their rather large invoice on the way out, but the tortoise's first reaction was that this had been money well spent. Yet after a few days, some doubts began to penetrate even the thick shell of the tortoise. Finally, it plucked up courage to telephone Boston, McBailey and Butterston. "How exactly do I go about changing into a jaguar?" the tortoise asked.

Embarrassed at asking such a naive question, the tortoise was relieved when the consultants offered an immediate answer. But then

it remembered that good consultants always had an immediate answer.

Many of our clients ask that, Boston, McBailey and Butterston explained; so many, in fact, that we have set up a change management division to help them. These consultants are trained to explain to every part of the body the importance of turning into a jaguar. Indeed, the new programme allows them to stay with a client until the change process is complete.

The tortoise was attracted by this proposition. But before returning to Boston, McBailey and Butterston, it had a word with the wise old owl. And what the wise old owl said was this. Tortoises and hares have evolved for very different environments. Hares do best in wide open spaces, where their speed gives them a competitive advantage. Tortoises survive for many years in hostile territory, where their shells protect them from predators and the weather. That is why even if the plains may sometimes look more attractive, they are attractive for hares, not for tortoises; and why equally it is not sensible for hares to come down into the marshes. A happy creature is one whose characteristics match the environment that it operates in, and that is what the gradual process of biological evolution helps to achieve.

The tortoise thought this advice was sound, and trudged back into the marshes. A few weeks later, a pride of lions found its way on to the plains, and ate all the hares. The tortoise lived on in the marshes, slowly but happily, almost ever after.

The author is a director of London Economics and director of the School of Management Studies at Oxford University. This column appears fortnightly.



Which, if any, of the modern management techniques really work? For most of the new approaches that have recently been promoted, the answer is obscured by confusion and cynicism.

The typical life cycle of a management practice begins with extravagant assertions about its effectiveness which gradually give way to bad publicity about its failures, which its champions then try to rebut. The claims and counterclaims rarely amount to a balanced picture.

But a new study of UK manufacturing techniques has set out some answers to these questions. It has assessed the effectiveness of a score of techniques ranging from business process re-engineering to total quality management.

The Institute of Work Psychology at Sheffield University gathered responses from managing directors of 564 manufacturing companies from 15 sectors.

Its broad conclusions are worrying. "The overall levels of reported effectiveness are not impressive for any of the 12 manufacturing practices." In about 50 to 60 per cent of cases, these initiatives are meeting the objectives only moderately or worse.

But a detailed examination suggests that several of the techniques are at least partially successful in meeting their specific goals. Generally, the management practices appear to be best at improving the companies' responsiveness to their customers and worst at reducing costs, with middling success at meeting quality objectives.

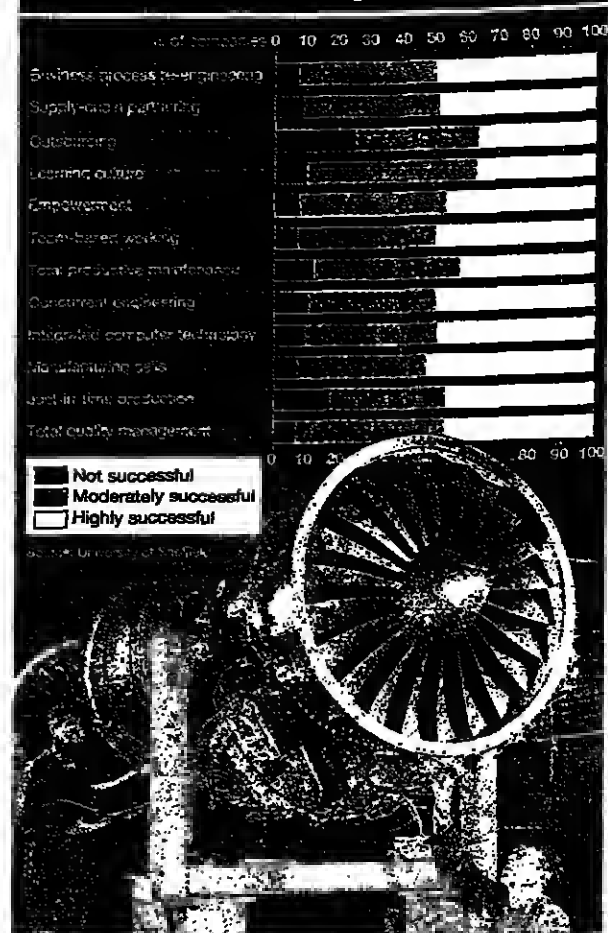
The most successful practices at improving quality were found to be total quality management (seeking continuous change to improve quality); team-based working (allowing teams of operators to allocate work between themselves) and manufacturing cells (giving each group of operators the resources to produce a whole product). These were considered to meet their objectives entirely or a lot in about half the cases.

When it came to cost reduction, the most successful technique was found to be business process re-engineering (radically re-designing production processes) which met company objectives either entirely or a lot

The good and the bad

Vanessa Houlder on a study of manufacturing practices

How successful are management techniques?



in 56 per cent of cases.

The best tools for increasing responsiveness to customers are just-in-time (making products in direct response to customer demands), supply-chain partnership (developing strategic alliances and long-term relationships with suppliers and customers) and concurrent engineering (simultaneously designing and manufacturing products).

The study found limited take-up of even the most popular practices. The most commonly used practices - which are extensively used in at least a third of the companies surveyed - are supply-chain partnership, TQM, JIT, team-based working and integrated computer-based technology.

Looking to the future, the techniques that are likely to become increasingly popular appear to be those that focus largely on improving quality and responsiveness to customers, rather than mainly being focused on cost-reduction. Hence the practices that are growing in popularity are integrated computer-based technology, TQM, learning curve (providing a range of development opportunities for all employees), team-based working, empowerment (passing responsibility

ity for making decisions as far down the company as possible) and supply-chain partnership.

The practices that are fading in popularity are concurrent engineering (simultaneously designing and manufacturing products), manufacturing cells and outsourcing (the practice of contracting out processes to other companies).

Indeed, outsourcing provoked the most criticism of any of the techniques studied. It was seen as ineffective at everything except cutting costs, where it was only moderately successful. Few companies expect its use to increase; more than one in five expect to use it less or much less.

The criticism of outsourcing may come as a surprise because it has a longer history than many other techniques. But the report found little correlation between a technique's popularity and the length of time it has been in existence.

One of the most striking findings of the study was the very mixed results from using the same technique. Why do some companies succeed with a particular technique, while others fail? One explanation may be that some companies have unrealistic expectations. "Companies may find it difficult to assess their prospects of success because of the lack of available independent advice," the study says. Most of the information is provided by suppliers and experts, who may have a vested interest in promoting the practice. Another possible explanation lies in the detailed design and implementation of the technique.

The study found there are no structural barriers to the use of these practices. In general, all 12 practices appear relevant to all sizes and types of companies.

This strikes an optimistic note in a generally sobering report. "The fact that the effectiveness of these practices also does not vary with company size or manufacturing sectors is encouraging. It implies that success and failure are open to all."

"The Use and Effectiveness of Modern Manufacturing Practices in the United Kingdom, £45. Available from Karen Thompson, The Institute of Work Psychology, University of Sheffield, S10 2TN."

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THE PROPERTY MARKET

A question of style

Property fund managers may occasionally be said to have flair. But do they have style?

The trend, in both the US and Britain, towards investment in property pools instead of the ownership of individual properties, has focused attention on the performance of the fund managers who run them.

But the plethora of choices means pension funds can be choosy about where they put their money and competition is forcing managers to demonstrate that they can deliver outperformance.

"The incentive is to have an appropriate benchmark against which to measure performance," says Micolyn Yalonis, vice-president and manager of real estate at California-based investment consultants Callan & Co.

But because property investments can differ so vastly from each other, analysts have had to try to find ways to group them in order to compare like with like. Only then can meaningful benchmarks be developed, she says.

And that sparked the effort to try to classify different approaches to property investment.

In equity investment, there has been the emergence of "style" in which fund managers adhere to fairly coherent criteria in selecting securities for their portfolio. Broadly, managers fall into the "value" style camp, picking securities with high dividend yields relative to share price, or into the "growth" camp where yields are lower but there are greater expectations of share price appreciation.

But for a variety of reasons, property investment styles have long resisted classification. "The differences between properties are less obvious than equities," says James Hyslop, head of property at UK fund managers PPFM, one of the few houses with a reputation for having a consistent investment style. "But properties are very different and you have to make some compromises."

Even two very similar office blocks sitting side by

Norma Cohen on classifying investment approaches

side may have different characteristics, depending on lease terms, financing arrangements and the mix of tenants, he notes.

William Hill, fund manager for Schroder Exempt Property Unit Trust, the largest UK fund of its type, says that "style" in a property fund manager is an emerging phenomenon. "I think there is such a thing as style and increasingly so," he says.

"Ten years ago, the property market was a very unsophisticated place run on a seat-of-the-pants basis," Schroder says.

Schroder's own style in property - like its style in equity investment - is to offer modest, but consistent outperformance against a benchmark.

"Our clients do not want a roller-coaster approach," he says, adding that Schroder eschews heavy concentrations in high-yielding, but risky sectors. The development of a reliable benchmark in the UK - created by the Investment Property Databank - has encouraged managers to strive for a more coherent approach to investment, he says.

With the benchmark, underperformers are now called upon to explain their results or risk losing their clients. In the US, where there are more than \$100bn in property investment trusts traded on stock exchanges, analysts have resorted to classifying managers not by the financial characteristics of the properties they buy, but by their type.

Florin van Dijkum, analyst at Morgan Stanley, points out that indices of perfor-

their style as well," he says. The managers are guided towards choices as much by their portfolio characteristics as anything else.

Thus, the fund management companies offering open-ended unit trusts may be more frequent traders of property since they may sometimes be forced to sell assets when investors want to redeem their shares.

At Callan & Co. efforts to classify managers as "value" or "growth" managers are taking shape. Ms Yalonis says, albeit slowly.

"We seat out a questionnaire to those who manage portfolios of REITs and one of the questions asked them what their style was," she says. "Most of them just skipped that question. They didn't understand it." The only managers who did respond, she says, were those working in organisations which also manage equity portfolios.

"Most managers do not invest with a style in mind," she notes.

But that does not mean that styles are undefinable. "The characteristics that make an office property in Atlanta, Georgia, a value purchase also make an industrial property in Concord, California a value purchase," she says.

Callan defines a "value" portfolio as one in which at least two-thirds of the properties are high-yielding and a growth portfolio is one to which at least two-thirds are low-yielding.

A balanced portfolio is one containing half of each.

REITs, which have huge tax incentives to pass rents onto their shareholders, are, by definition, value investors, Ms Yalonis says.

However, even the most careful efforts to style a portfolio may come to nothing, she warns. "Real estate can change its characteristics overnight."

During the property recession in 1992, the value of portfolios in the US fell by as much as 40 per cent.

"Everybody suddenly became a growth investor," she says.

"This tends to characterise

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ARTS

Theatre/Alastair Macaulay

Heartbreak triumph to savour

The new Almeida Theatre production of Bernard Shaw's *Heartbreak House* is not only a first-rate account of the play, it is also a perfect example of what the Almeida does uniquely well. The staging is grateful to the eye, and musical to the ear; the play is honoured, and the actors bloom; and the relation of stage to auditorium has both intimacy and amplitude.

Sometimes the Almeida emphasis has been too much on style, or rather stylisation, but not here. For such a play, one hardly minds the cramped seating and the ill-lit auditorium.

A further pleasure is that several of the actors, and the director (David Hare) and the designer (Vicki Mortimer) have all worked at the Almeida before. Particularly with the actors in question, one feels that this is a more than actor-friendly theatre - I speak entirely on instinct, and may be wrong - one feels, with admiration, that the Almeida has played a solicitous role in helping these actors to grow as artists.

When Emma Fielding - who was introduced to many of us by the original production of Tom Stoppard's *Arcadia* in 1993 - spent 18 months with the Royal Shakespeare Theatre in 1994-95, playing three different roles, she hardly seemed to develop. But the three roles she has played at the Almeida, between 1994 and 1997, have been milestones in her career; you can see how she has used each one to give her a new dimension.

Here, indeed, you see her grow during the course of

the play. She plays Elsie Dunn, the newcomer to the Shotover/Hushabye household, who discovers heartbreak during its first act, new resolve during its second, and a transcendent rapture in its third. She forms a beautiful rapport with Richard Griffiths, another Almeida veteran, who, as Captain Shotover, gives the strange disillusion of the play its most authoritative and eloquent voice, achieved here with true poetic vision.

Penelope Wilton (another with "Almeida" already on her c.v.) plays his daughter Hesione Hushabye, in whom Shaw thrillingly realises his vision of mature feminine charm and wit, and Wilton's may be the most delectable performance of all. The pacing of her speech to Elsie about the condition of being in love has the wisdom of Minerva in it, and her poised, warm and dry humour do marvels.

The Patricia Hodge performance - elegantly defensive, wittily world-weary, over-polished, under-energised, camp - is perfect for Lady Utterword (née Ariadne Shotover), although I am, in general, tired of it. Malcolm Sinclair is outstanding as Mazzini Dunn; self-deprecatory, pious, unworldly, wise, John Bove is twice too loud, as Boss Mangan, but he and Peter McNery as Hesione's handsome husband Hector both help to sustain the play's painful, adult, intelligent discussions with assurance.

Simon Dutton is merely a lovely over-theatrical cypher as Ariadne's brother-in-law Randall, but Carmel McSharry and Harry Landis



Patricia Hodge in 'Heartbreak Hotel': elegantly defensive and perfect as Lady Utterword

bring off the contributions of the working class with tact and skill. For all of this and much more, all credit to Hare's direction. This production is his finest work in this field of his talents since, at least, his 1994 Almeida

staging of Brecht's *Life of Galileo*.

The play itself is, by turns, poignant, humorous, enthralling, far too long, increasingly over-theatrical, and maddeningly loquacious. Shaw wrote it under

the inspiration of a weekend with Virginia Woolf.

Now that Islington is the 1990s equivalent of what Bloomsbury was in the 1910s, the Almeida is an ideal location for *Heartbreak House*. You can imagine

what the first-night audience was like, and how it fell about at Shaw's wittier remarks about politics.

Continuing at the Almeida until October 11. Sponsored by AT & T.

New York Theatre

Rapt in West End transfers

overwhelming, especially as she then added, softly, hoarsely, almost whimpering, "I am".

Great acting and great plays are every bit as much appreciated on Broadway as they are in the West End, and the acclaim they receive is more spontaneous and effusive. Londoners followed the *Doll's House* final scene in the silence of rapt concentration, New Yorkers with audible gasps and visible tears. The difference is that Londoners have a wider supply of good or great theatre, and that, I suspect, New Yorkers have, not lower standards, but lower expectations.

I remember watching Tony Kushner's *Angels in America*, which I found horribly overrated, on Broadway soon after I had watched it at London's National Theatre; my American neighbour shared my opinion, but said: "Hay,

this is Broadway - don't expect too much." New Yorkers find it hard to believe that this *Doll's House* was simply one of several important Ibsen productions that opened in England during the last half of 1996, and not the only one to win, or to deserve, awards.

In recent years, London has become a haven for new plays. Some of the best writing has been insufficiently admired, some of the lesser writing has received too much attention, but the scene is lively. Several of the new plays reach New York - not just the major-league productions like Pinter's *Monstrous*, Stoppard's *Arcadia* and Hare's *Skyline*, but also less big-name affairs from the Royal Court like Sebastian Barry's *The Steward of Christendom*, Kevin Elyot's *My Night with Reg*, and Timberlake

Wertebaker's *Three Birds* *Alighting on a Field*.

New York has, at present, an altogether less remarkable reputation for new drama, and so it was a happy surprise to find two first-rate new plays succeeding in off-Broadway theatres.

At the Vineyard Theatre, Paula Vogel's *How I Learned to Drive* is a marvelously delicate, ironic, multi-faceted, ambivalent play about child abuse, finely directed by Mark Brokaw. The action switches back and forth through the southern childhood of Lili Bit (Mary Louise Parker), and is all filtered by her now adult perspective. Her uncle Peck (David Morse) - he often reminds her - never does anything to her that she doesn't want, and we become aware of the great sympathy between them.

Yet, when we double back to her first driving lesson and to his first physical advances, the full measure of his abuse is shockingly clear.

The play treats Peck with great understanding, lightly shows that his relationship with Lili Bit is not as unique as he suggests, and shows the part-bizarre part-ordinary life of their entire family with brilliant economical detail. In *Full Gullup*, which played its final performance last weekend at the Westside Theatre, Mary Louise Wilson "was", as they say, Diana Vreeland, the legendary editor of *Vogue* and arbiter of fashion; and her impersonation was spellbinding. She was the only person onstage; occasionally we heard her madly yowling offstage. For two acts, you hung delightedly on the non-stop gush of La Vreeland.

pointing and opining and reminiscing with wonderful flamboyance. Wilson co-authored the play with Mark Hampton. This is Vreeland after her dismissal from *Vogue* and, after a trip East, returning to the US. "Excess! I'm a great believer in vulgarity. We all need a splash of bad taste."

The phone in her apartment keeps ringing with calls inviting her to take on the Metropolitan Museum's costume department, but she is uninterested. "I don't care if they've got the Shroud of Turin." Instead, she wants still to expound: "Blue jeans are the greatest invention since the gondola!" Or to reminisce: "And we went to live in London, where not everybody's that good-looking." "You ask if they were happy. That is not a characteristic of the European."

Wilson's, and Vreeland's, irrepressibility, her attack, her absurdity, her energy were intoxicating. London should see this show.

A.M.

Opera/Pierre Ruhe

Dramatic push for an old favourite

Now that Glimmerglass Festival Opera, in pastoral upstate New York, has joined forces with the New York City Opera - sharing an artistic director, Paul Kellogg, and director of production, John Conklin - the question on everyone's mind is whether the festival will suffer in the role of springboard for its urban cousin, and at what cost to its own high artistic standards.

As with last season's successful *Turn of the Screw*, selected productions will originate at Glimmerglass and transfer downtown. Aside from shared production costs, the benefits are presumably tilted in the larger company's favour: preparations are under festival conditions, smaller voices can be upgraded and the NYCO can pick from among the best - or most suitable - for transfer to its cavernous 2,779-seat State Theater.

Although, by strange coincidence, the festival's 912-seat Alice Busch Theater and the State Theater have stages of the same size, repertoire and intimacy are often determined by proximity to the audience. And that's where problems might lie. What will happen should the baavyweight NYCO impose its need for more easily transferable productions?

The three operas I heard last month are scheduled for NYCO's coming season (the fourth, *Madama Butterfly*, will not travel). The event of the summer was Carlisle Floyd's *Of Mice and Men*. Although performances since its 1970 premiere have been rare, the opera feels like an American standard, thanks mainly to the familiarity and poignancy of John Steinbeck's novel.

For a libretto, Floyd boiled down the plot into a single dramatic arch. It is concerned only with the dim-witted Lennie, his guardian George and their hopelessly ill-fated dream of buying their own farm. Floyd keeps the psychological underpinnings in the score to a minimum and often gives heightened dramatic moments over to declaratory statements. The consonant, melodic score meets the expectations set by the text - without, alas, ever exceeding them.

Anthony Dean Griffey was extraordinary in the demanding tenor role of Lennie. By the fresh and unforced power of his voice, and with a suitably large, doughy physique, he seemed born to play the part. There are similarities between *Mice* and *Peter Grimes*, in both plot and the demands made on the leading tenor. Griffey has already sung *Grimes* at Tanglewood and, with maturation, his future attempts should be revelatory.

Others in the cast gave strong support. Rod Nelson, an eloquent if sometimes clogged bass, sang George. The warm-toned soprano Margaret Lloyd deftly navigated the serpentine part of Curley's wife. As the ranch foreman, Victor Benedetti was underpowered yet dramatically convincing. Conklin's sets - a simple bunk house and limitless canopy sky above a rubble-strewn field - captured the Depression-era look of a Walker Evans photograph. The stage direction, by Rhoda Levine, and conducting, by Stewart Robertson, were effective in a matter-of-fact way.

There are similarities between 'Mice' and 'Peter Grimes', in both plot and the demands made on the lead

demands. James Maddalena, as Tadeo, was vocally solid and genuinely funny.

Iphigénie en Tauride received an intense, intelligent staging by Francesca Zambello. Every component in Gluck's happy-ending tragedy came across strongly: Marina Daghighi's gloomy set, part-temple, part-prison; bold lighting by Mimi Jordan Sherin; Jane Glover's crisp, muscular conducting; and a uniformly satisfying cast.

Christine Goerke's deeply expressive portrayal of Iphigénie topped off excellent diction with beautifully rolled "R"s. As Oreste, the masculine baritone Nathan Gunn was superb. Oreste and Pyrrades, sung by the clarinet tenor William Burden, were cast as lovers. Brigitte Bellini was a memorable priestess and Isabel Bayrakdarian, as Diana, was exquisite in her pure tones, generating a frisson of interest in her vocal possibilities.

Many singers covering smaller parts were in the festival's Young American Artists Programme, a valuable apprenticeship for newly professional singers. It is this sense of community, with hard work and an immediate pay-off, that makes the Glimmerglass atmosphere so enviable - and so unlikely to transfer into the city.

INTERNATIONAL ARTS GUIDE

AMSTERDAM

DANCE
Het Muziektheater
Tel: 31-20-551 8911
Giselle: National Ballet new season opens with this staging by Peter Wright; Sep 6, 7, 9, 10

OPERA
Het Muziektheater
Tel: 31-20-551 8911
Das Rheingold: by Wagner. Netherlands Opera. New production, directed by Pierre Audi and conducted by Hartmut Haenchen; Sep 8, 11

BERLIN

CONCERTS
Deutsche Oper
Tel: 49-30-34384-01
Cammina Surana: by Orff. Conducted by Rafael Frühbeck de Burgos. With the Clemencio Consort conducted by René Clemencio; Sep 8

Kammermusiksaal, Philharmonie

Tel: 49-30-2548 8354
● Chamber Orchestra of Europe: conducted by Claudio Abbado in Schubert's Symphony No. 6 in C major, and songs by Brahms, with baritone Bryn Terfel; Sep 6
● Rosemund Quartet: in works by Rihm, Eisler, Zwischenblich and Schumann; Sep 7
● Vogler Quartet: in works by Schumann, Rihm, Eisler and Smetana; Sep 6

Philharmonie
Tel: 49-30-2548 8354
Berlin Philharmonic Orchestra: conducted by Claudio Abbado in works by Schubert and Rihm; with violin soloist Rainer Kussmaul; Sep 6

DANCE
Deutsche Oper
Tel: 49-30-34384-01
Deutsche Oper Ballet: programme of two works by MacMillan - *Concerto* and *Das Lied von der Erde*; Sep 6

OPERA
Deutsche Oper
Tel: 49-30-34384-01
● Der Rosenkavalier: by R. Strauss. Conducted by Jiri Kout in a staging by Götz Friedrich; Sep 5
● Tristan und Isolde: by Wagner. Conducted by Christian Thielemann in a staging by Götz Friedrich; Sep 7

LONDON
CONCERTS
BBC Proms, Royal Albert Hall
Tel: 44-171-589 8212

● BBC National Orchestra of Wales: with the City of Birmingham Symphony Chorus and BBC National Chorus of Wales in a programme of works by Poulenc, Ravel and Rachmaninov, conducted by David Atherton; Sep 6
● Neeme Järvi: conducts the Gothenburg Symphony Orchestra in works by Brahms, Prokofiev and Sibelius; Sep 7
● Neeme Järvi: conducts the Gothenburg Symphony Orchestra and Orpheus Drängar in a programme comprising Stravinsky's *Oedipus Rex* and Bartók's *Concerto for Orchestra*; soloists include mezzo-soprano Anne Sofie von Otter; Sep 8
● Venus and Adonis: by Hans Werner Henze - Markus Stanz conducts the BBC Symphony Orchestra in the UK premiere of Henze's score, with soprano Evelyn Heritzius and baritone Eckehard Wlaschka; Monteverdi's madrigals are performed by the Gabrieli Consort and Players, directed by Paul McCreesh; Sep 5

EXHIBITIONS
National Gallery
Tel: 44-171-839 3321
Crane: A Closer Look - the paintings by the Elder Lucas Crane are joined by three on loan from Copenhagen; to Sep 7

LOS ANGELES
OPERA
L.A. Opera, Dorothy Chandler Pavilion
Tel: 1-213-972 8001

● Fedora: by Giordano. La Scala production staged by David Edwards and conducted by Edward Downes. Cast includes Maria Ewing and Plácido Domingo; Sep 7, 10
● La Bohème: by Puccini. Revival of Herbert Ross's production, designed by Christopher Harlan and conducted by Plácido Domingo (until Sep 12); Sep 6, 9

LUCERNE
CONCERTS
International Festival of Music
Tel: 41-41-210 3080
● Arditti Quartet: in works by W. Rihm; at the Lukaskirche; Sep 6
● Dallas Symphony Orchestra: conducted by Andrew Litton in works by Harris, Barber and Gershwin. With violin soloist Joshua Bell and piano soloist Andrew Litton; at the von Moos-Stahl-Halle; Sep 7
● Dallas Symphony Orchestra: conducted by Andrew Litton in works by Bernstein, Rodgiov and Tchaikovsky. With flautist James Galway; at the von Moos-Stahl-Halle; Sep 8
● Festival Strings Lucerne: conducted by Rudolf Baumgartner in works by Bach and Felder. With violin soloist Seljaka Shoji; at the Jesuitenkirche; Sep 6
● Orchestra Filarmonica della Scala: conducted by Riccardo Muti in works by Pergolesi, Busoni and Respighi. With soprano Barbara Fritoli and mezzo-soprano Anna Caterina Antonacci; at the von Moos-Stahl-Halle; Sep 5

● Orchestra Filarmonica della Scala: conducted by Riccardo Muti in works by Mendelssohn, Schumann, Elgar and de Falla; at the von Moos-Stahl-Halle; Sep 6
● Stockholm Kammerorkester: conducted by Joseph Swensen in works by Haydn, Rihm and Strauss. With trumpet soloist Hakan Hardenberger; at the von Moos-Stahl-Halle; Sep 7

MONTREAL
EXHIBITIONS
Museum of Fine Arts
Tel: 1-514-285 1600
Ediles and Emigres: The Flight of European Artists from Hitler. Focusing on the 12 years of Nazi rule 1933-45, this show - previously seen in California - explores the work of 23 artists during their years in exile, their continuing relationships with European societies and their impact on the United States; to Sep 7

NEW YORK
EXHIBITIONS
Metropolitan Museum of Art
Tel: 1-212-879 5500
Ivan Albright, Magic Realist: retrospective consisting of 45 paintings by the Chicago-based artist Ivan Albright (1897-1983). Includes still-lives, character studies, 25 self-portraits and the "Picture of Dorian Gray" (1943-44) created for the film of the same name; to Sep 7

OPERA
New York State Theater
Tel: 1-212-870 5570

Macbeth: by Verdi. The New York City Opera season opens with this new production directed by Leon Major and conducted by George Manahan; Sep 11

PARIS
CONCERTS
Théâtre des Champs Elysées
Tel: 33-1-48525050
Orchestra Français des Jeunes: conducted by Marek Janowski in works by Brahms and Mendelssohn, with violin soloist Julien Rabin; Sep 7

OPERA
Opéra National de Paris, Opéra Bastille
Tel: 33-1-44731300
Le Nozze di Figaro: by Mozart. Conducted by James Conlon in a staging by Giorgio Strehler. Cast includes Anthony Michaels-Moore and Barbara Bonney; Sep 8, 11

ROME
CONCERTS
Auditorio di Via della Conciliazione
Tel: 39-6-6880 1044
Orchestra and Choir of the Accademia Nazionale di Santa Cecilia: conducted by Daniele Gatti in works by Brahms - Schicksalslied for choir and orchestra, and Symphony No. 2 in D major; Sep 10, 11

WASHINGTON
CONCERTS
Kennedy Center
Tel: 1-202-4674600
National Symphony Orchestra

Beethoven Festival: Leonard Slatkin conducts the Symphony No. 10 in E-flat major and Symphony No. 9 in D minor; Eisenhower Theater; Sep 5

ZURICH
EXHIBITIONS
Kunsthau Zurich
Tel: 41-1-262-0909
Birth of the Cool: wide-ranging survey of American art in the latter half of this century. Among the artists represented are Georgia O'Keeffe, Jackson Pollock, Andy Warhol and Chuck Close; to Sep 7

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10.00: European Money Wheel
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Philip Stephens

Break with the past

Anti-devolutionists think a Scottish parliament will lead to the union's demise. They could be in for a long wait

Devolution may not last. By the time England and Scotland come to mark the tercentenary in 2007 of the Act of Union, this unique partnership of nations could be heading for rupture. It is an outcome enthusiasts for a new parliament in Edinburgh are loathe to admit. They should not be. Separation is not inevitable. But nor, as it happens, would it be such a bad thing.

I am not naive enough to think Tony Blair's administration will show such candour before Scotland votes on its devolution plans in next Thursday's plebiscite. For tactical purposes, Mr Blair may have enlisted the temporary support of the separatist Scottish National party. But his scheme, he will insist to the last, will save the union rather than destroy it.

Yet to say the world may change is merely to state the obvious. Britain's political arrangements have been recast on the twin anvils of political expediency and popular consent. There are those who would claim the constitution is carved, like Moses' commandments, on tablets of stone. There is a myth, belied, to take the odd example, by parliamentary democracy, a universal franchise, and the very existence of the Irish Republic.

Opponents of home rule should pause here. They have not won a new convert. Scotland should vote Yes/Yes on Thursday: Yes to a parliament and Yes to the right to vary its own taxes. These are vital expressions of nationhood.

The case for the status quo is as spurious as Mr Blair's alliance with the SNP is disingenuous. It rests on the proposition that more self-rule will break forever the spell of the union. England will rebel. Scotland will not be satisfied with a halfway house. But there is custodianship here, a clever confusion of coincidence and

causation. To acknowledge an uncertain future is not to believe in predestination.

The claim heard most often is that England will not tolerate a new settlement. I recall a conversation in 10 Downing Street with John Major before the election. It would be impossible, he cautioned, to contain the force of English nationalism. Of course, he personally would never fan the flames of little England. But less scrupulous politicians would soon be laying nationalist fires in the home counties.

Yet I have seen no English hordes burning union flags and gathering under the standard of St George. The referendum campaign has passed unnoted in the lush pastures of middle England. William Hague, Mr Major's successor as Tory leader, has whispered hardly a word.

But the anti-devolutionists say, wait until the English wake up to what Scotland gains from the union. If you believe the No campaign, each Scottish citizen gets about 30 per cent more from the public purse than his or her English counterpart. Such calculations are at best tendentious. But let's not quibble. One objective analysis still puts the figure at a little over 20 per cent.

Scotland should vote Yes/Yes on Thursday: Yes to a parliament and Yes to the right to vary its own taxes. These are vital expressions of nationhood

There is more. Scotland's tax take falls short of its spending. Here the numbers are still more contentious, depending crucially on the allocation of revenues from North Sea oil. Scotland pays a higher share of its national income in taxation than England. But left to its own devices, the anti-state, it would face a shortfall of £8bn between revenue and expenditure.

Perhaps. But put aside these attempts to derive precision from speculative assumption. It is fair to say that, in cash terms, Scotland does well from the union. So, incidentally, do Northern Ireland and Wales. And, of course, spending per head in England's poorer regions is higher than in the prosperous southern shires.

The sums involved, though, are minuscule measured against England's national income or against the benefits it derives from being part of a union. How long, one wonders, would England retain the influence in international affairs that still accrues to Britain? Japan would happily pay £8bn a year for a permanent seat on the United Nations security council.

Consider also the perverse logic of those who cannot see beyond the present. Scotland is to be given more democracy: the English must respond by giving it less money. It is a curious equation. Presumably, if Scotland were willing to surrender some of the autonomy it already enjoys, the English would happily increase their subsidy.

The same misconception that Scotland alone benefits from the union infects the debate over its representation at Westminster. If the English cannot meddle in the domestic affairs of Scotland, we are told, the Scots must not retain that privilege at Westminster.

Of course the new arrangements will be a curiosity. But the constitution

is full of such anomalies. The most likely outcome once Scotland has government closer to the people is that England will demand the same. The English regional assemblies of which Mr Blair speaks in slightly embarrassed tones will become a reality.

Here the No campaigners change tack. The English played no part, they say, in the constitutional convention which set the terms for an Edinburgh parliament. Such a one-sided arrangement cannot last.

The analysis is belied by history. Instead there is a certain symmetry in the fact that it has been left to the Scots to rewrite the bargain. For all its deference to Scotland's religious and legal customs (and a curious promise to preserve in perpetuity the universities of St Andrews, Aberdeen, Edinburgh and Glasgow), the original Act of Union was struck on English terms. And the Scots have lived with it for nearly three centuries. Now they are redressing the balance.

For all this, and for all the supposed advantage it will gain from devolution, Scotland might want more. There has been precious little evidence of it during the referendum campaign. But it might one day look to the Irish Republic as a model for how a small, proud nation can flourish in the new Europe. And England, I suppose, might eventually find it impossible to see beyond the prejudices of those who cannot imagine a union of nations outside a unitary state.

An independent Scotland would then be unable to blame the English for all their woes. And the English would finally be forced to emerge from the comfortable cocoon of prevarications built on a British imperial past. You can see the attractions. But I suspect this is a bridge neither nation will want to cross for some time.

LETTERS TO THE EDITOR

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Little to fear from proposal if goods of reasonable quality

From Mr Jim Murray.

Sir, In the article "Row over Brussels' goods plan" (September 3), you correctly report on industry opposition to the European Commission's proposal for improved guarantees for consumer goods. There is another side to this issue, namely the consumer side.

The creation of a single market throughout the EU has brought many benefits for industry in terms of free movement, economies of scale, and the opening of markets. As a consumer organisation we think that consumers must also be allowed to benefit directly from the single market pro-

cess in terms of better protection. We are not alone in thinking this: one of the aims of the Community under article 36 of the Treaty on European Union is to contribute "to the strengthening of consumer protection". The Commission's proposal is an attempt to achieve that aim and to contribute to a balanced development of the single market for consumers, as well as for industry.

We believe the costs of the proposal will be nowhere near the levels claimed by industry and any such costs must be seen against the proven benefits to industry from the single market and the

increases incentives to improve the quality of consumer goods which the proposal will bring. Furthermore, the directive only relates to cases where products, bought in good faith by consumers, are faulty. As consumer goods are on the whole produced to a high standard, manufacturers and retailers dealing with goods of a reasonable quality have little to fear.

Jim Murray, director, BEUC, European Consumers' Organisation, Avenue de Tervuren 36, 1040 Brussels, Belgium

Young defy the rational approach

From Mr Stephen Watts.

Sir, Robert Chote's article "Logic of charging tuition fees" (Economics Notebook, August 25) provides us with a typical neo-classical analysis of how rational agents determine their investment in human capital.

Given the number of young people who smoke, take drugs and drive cars at high speed, I doubt whether such rationality can be relied on to deliver the well-educated workforce that is needed by the UK.

Stephen Watts, 9 Fen Road, Chesterton, Cambridge, CB4 1TU, UK

Devolved government can work well

From Mr S.G. Kay.

Sir, Richard Mowbray's (Letters, September 2) steady drift to the right of Scottish politics has washed him up on the "Think Twice" campaign. He could hardly be more wrong about the effect of Scottish devolution on the union between Scotland and England.

At the May general election, just over 80 per cent of the Scottish electorate voted for parties which are supportive of the union, including the Conservatives - hardly a vote for separation even if the Scottish National party sees devolution as a step towards independence. Labour and the Liberal Dem-

ocrats won seats on a clear platform of devolution - the Conservatives alone refuse to accept the decision of the Scottish electorate.

The precedents across the world for devolved government are very clear and work at least as well as our current heavily over-centralised administration. Bavarians are still Germans; Newfoundlanders are still Canadians; and Virginians still US citizens. Scots will still be British.

The Barnett formula for government expenditure in Scotland recognises the reality of a very scattered rural population in most of the country, with consequent

higher costs for services. It could also be seen as a part repayment of income from oil in Scottish waters and from Scottish exports. Perhaps the regions of England, equally fed up with domination by London and the south east, will follow the example of Scotland and hopefully also Wales, and demand that local issues be put back into local control.

A more equal and accountable UK will result to the benefit of us all.

S.G. Kay, executive member, Scotland Forward, 16 Forth Street, Edinburgh EH1 3LH, UK

Hard to find the 'genuine' investors

From Professor Ronald Dore.

Sir, You say ("Thorn by a sick tiger", August 29) that capital controls in Thailand and Malaysia's intervention in the stock exchange are counter-productive. They deter "genuine long term investors".

Who are these "genuines"? Those who expect to hold

Malay equities for more than the average... what is it? Six months? Foreign exchange operators for whom a week with ringgits is a long time? Or multinational manufacturers which put retained earnings into factories on Malaysian and Thai soil and employ local workers - and whose set-up

costs are lowered and export prospects only brightened by weaker ringgits and bahts.

Ronald Dore, Centre for Economic Performance, London School of Economics, Houghton Street, London WC2A 2AE, UK

The Celts came first

From Christine Holmes.

Sir, Peter Aspin's confusions about English history ("The Wasp takes flight", August 16/17) are so enormous that he may have been safer to stick to groovy prime ministers and airline liveries. Despite referring to the British Museum's newly opened "Bronze Age, Celtic and Roman galleries", he seems to believe one must "turn back to before the Roman invasion" to evade multi-cultural Celts and find "indigenous" Anglo-Saxons.

The Anglo-Saxons did not precede either Celts or Romans in England but followed them, and I am convinced that G.M. Trevelyan, whom he purports to quote, was aware of this.

Christine Holmes, Rna General Danton Teixeira, Sao Conrado, 22610-350 RJ, Rio de Janeiro, Brazil

Blowing peace away

In Israel, violence is repeating itself with deadly precision. Yesterday's bombs in Ben Yehuda Street, which killed seven people and injured 150, went off days before Madeleine Albright, the US secretary of state, was scheduled to make her first trip to the region since taking office. Five weeks earlier, in the Mahane Yehuda market, in the heart of west Jerusalem, two suicide bombers killed 17 people on the eve of the visit to the region of Dennis Ross, the US Middle East peace envoy.

Mr Ross's trip went ahead despite the bombs. But nothing of substance was gained. Mrs Albright's trip to the region next week will also go ahead. But she will find the two sides even more deeply entrenched and unwilling to resume the stalled peace process.

To the Israelis, the bombs show that the Palestinians are unable to contain terrorism, which entrenches the Israeli governments' reluctance to negotiate. On the Palestinian side, the bombs have revealed ever deeper splits between those willing to pursue peace and those irreconcilably opposed to its terms. This has further reduced the authority of Yasser Arafat and makes it ever-harder for him to push the for peace.

In response to the bombs, Israel immediately reimposed a complete blockade on the West Bank and Gaza. It had partially lifted the closure earlier this week following the July bombings.

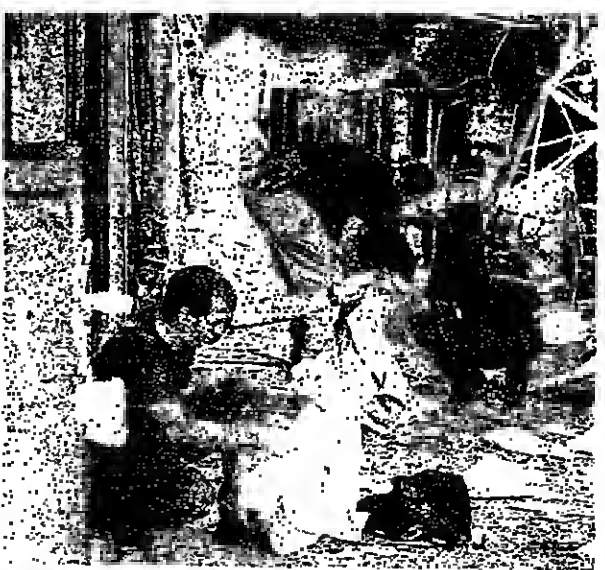
David Bar-Ilan, adviser to Benjamin Netanyahu, the Israeli prime minister, said the only issue worth discussing now was how to stop the terrorist attacks. "It reinforces our insistence that we must concentrate now on talks with the US and the Palestinians to fight against terrorism."

Nehil Aboudene, an adviser to Yasser Arafat, president of the Palestinian Authority, condemned the bombings as acts "against the people, the Israelis."

"But at the same time, we ask the Israeli government to implement quickly the peace accords. It is the only solution." The main hope now was for the US and Mrs Albright to step in to save the peace process.

"So much trust has been

Judy Dempsey on the aftermath of the Jerusalem bombings



Site of sorrow: the scene after yesterday's bombings

lost between both sides. So much confidence has gone. I don't know what she can do," said a senior Israeli official with close contacts with Mr Arafat. "The two sides have different perceptions of the peace process."

Ever since Mr Netanyahu was elected 17 months ago, he has become increasingly sceptical about the peace process. His conservative Likud government, made up of a coalition of nationalists and ultra-Orthodox political parties, opposes the 1995 Oslo Interim Agreement that granted limited autonomy to the Palestinian self-rule.

Mr Netanyahu has returned to Palestinian control only a tiny fraction of the amount they say should have been returned under the peace process. Last March, he started work on a new Jewish settlement at Har Homa in east Jerusalem. Despite criticism that such unilateral measures, which the US said "complicated the peace negotiations", he refused to halt construction, a move which led the Palestinians to suspend all contacts with Israel.

And in an interview to be published today in the Jerusalem Post, Israel's prime minister said he would not carry out a second troop pull back from the West Bank

until the start of the final status talks, which will focus on the future status of Jerusalem and the Jewish settlements.

"The pullbacks, as part of the Oslo accords, were meant to increase our assets. But Netanyahu wants to have all the bargaining chips before the final status talks begin," said Saeh Erekat, the Palestinian chief negotiator. "This Israeli government carries out all these unilateral measures, including the confiscation of our land, expecting us to stay on the peace bus. I warned the Israelis such policies would play into the hands of the extremists on both sides."

The Israeli government - which insists it can build where it likes - has claimed the real responsibility for the terrorist attacks lies with the Palestinian Authority in general and with Mr Arafat in particular. After the July bombings, Mr Netanyahu called on Mr Arafat to crack down on the cells organised by the military wing of Hamas, the Islamic Resistance Movement.

But it is far from certain that Mr Arafat is able to crack down on Hamas, even if he were willing to. His authority has been greatly eroded by a series of corrup-

tion scandals. In contrast to the bombings in February and March last year, Mr Arafat has not ordered widespread arrests, fearing he would be perceived by Palestinians - who overwhelmingly support the peace process and oppose the terrorist attacks - to be bowing too much to Israeli pressure.

"And more dangerous for Arafat is that he has very little to show his people. They have not seen the fruits of the peace process," said Mr Abdel-Aziz Rantisi, founder and leader of the political wing of Hamas.

Because of the repeated closures, unemployment in the West Bank and Gaza is increasing. In some towns it is well over 40 per cent. And in retaliation for the July bombings, Israel's decision to stop paying income tax, value added tax and customs and excise revenues owed to the PA, has exacerbated matters. The monthly transfers of about \$45m (£30m) are supposed to pay the PA's civil service and 30,000-strong police force.

These measures help explain why Mr Arafat has been loath to toe the Israeli line, and why he recently held a "national unity" meeting of the opposition and Hamas in the hope of shoring up his authority. "There is no consensus among Palestinians on how to deal with Netanyahu," said Mr Erekat. "The Israelis risk losing Arafat as a partner if they cannot deliver on the peace accords."

Herein lies the nub of the problem which the US will have to tackle if it has the political will to salvage the peace process. "Arafat needs some gestures from the Israelis but the Israelis keep demanding that Arafat does more to fight terrorism before they implement the accords. He has nothing to give his people," the Israeli official said.

The Israelis and Palestinians could inch closer together. A gesture by Mr Netanyahu on the settlement issue might help rebuild some lost confidence between the two sides. But yesterday's bombings only serve to harden Mr Netanyahu's position and weaken Mr Arafat's. "The peace process is hanging by a thin thread," the Israeli official said. "I don't know if Albright can save it."

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Friday September 5 1997

Amazed by Mahathir

The response of Mahathir Mohamad, Malaysia's prime minister, to sharp falls in local financial markets is ever more bewildering. Until last night, a misguided succession of measures seemed designed to accelerate the trend that has seen a 21 per cent fall in equities over the last two weeks.

Then came a sudden U-turn. Not only is Malaysia to delay its controversial Bakun dam and other extravagant projects, it has also rescinded the damaging restrictions on short selling which provoked big outflows of foreign money.

The markets must hope Dr Mahathir is finally getting to grips with the problem. But they will need some convincing after his erratic performance to date.

The need for measures to stabilise share prices is urgent if Malaysia is to avoid a full-scale banking crisis that would bring a brutal end to the country's exemplary growth.

Malaysia's economy is one of the most highly geared in Asia. Since much bank borrowing is collateralised by shares, the credit bubble looks dangerously close to bursting.

Dr Mahathir's apparent willingness to change tack may involve a loss of face. If the markets do rally on the latest news, he will at least be able to claim that Malaysian institutions made money out of following his instructions by intervening to support the market at its trough.

He may continue to use highly coloured rhetoric, but what has always counted is what he does, not what he says. And there is much more to be done. No rally will last without determined government measures to rein in credit and slow growth to a sustainable rate.

Dr Mahathir likes to portray what has happened as a plot by racist westerners anxious to deprive an up-and-coming developing country of the success that it deserves. But this is unfair both on Malaysia and the west.

Malaysia's remarkable development is bringing it inexorably into the orbit of global capital flows. In these days of open markets no government can turn those flows by political will alone, as many European governments trying to defend an unrealistic exchange rate have found to their cost.

The idea of a western plot against Asia looks particularly dubious when the Malaysian example is set against Indonesia. Jakarta markets stabilised yesterday after President Suharto's government introduced measures including a review of infrastructure spending, budget cuts, and efforts to smooth rationalisation in the banking sector.

It is to be hoped that Dr Mahathir's actions yesterday indicate that he has finally realised that the longer Malaysia delays similar action, the bigger its problem will become.

Brazil's policy

The longer Asia's financial crisis continues, the higher the risk that Latin America will suffer contagion. If this occurs - and it is on balance still unlikely - the country most likely to be hit is Brazil. That could happen, but not because Brazil will be directly affected by the economic slowdown in Asia.

Instead, it would be a result of emerging market funds taking profits in Latin America to cover their Asian losses.

It was timely, therefore, for Rubens Ricuperato, a former finance minister, to remind his fellow citizens that Brazil's economy is weaker than many of the Asian economies now in turmoil.

The Real Plan, the government's anti-inflation strategy, depends excessively on an overvalued exchange rate and a tight monetary policy. This is because fiscal policy is too loose.

The consolidated fiscal deficit is running at 4.9 per cent of gross domestic product and the government has been unable to secure backing from Congress for reform to put the budget on a sustainable footing.

The strong currency has meant export growth has been sluggish, helping to push the current account deficit over 4 per cent of GDP. Goldman Sachs says Brazil needs \$55bn (\$33.7bn) of external financing a year to sustain its programme, a sum that depends on a benign international capital market.

A number of factors should help Brazil weather any storm. Its massive privatisation programme is building up significant momentum: it could raise up to \$65bn in the next two years, of which an estimated 40 per cent could come from foreign investors. Other foreign direct investment has been reaching record levels, while foreign exchange reserves at the last count stood at \$63bn.

The government has also maintained flexibility to adjust the exchange rate. Perhaps more important, Asia's banking crises are unlikely to be replicated in Brazil. The rapid credit growth that preceded the Asian collapses - as well as Mexico's in 1994-95 - has been absent. A large part of the financial system has already been restructured since 1995, helped by an influx of foreign bank capital.

While all this is important, everybody including the administration of President Fernando Henrique Cardoso, recognises the current economic policy mixture is unsustainable. Redoubled government efforts to secure fiscal reform are necessary. In the meantime, even tighter credit conditions may be needed to forestall any speculative onslaught. This might weaken Mr Cardoso, who is expected to seek re-election in October 1998, but it would be better than a financial crisis.

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New Labour, new unionism

Tony Blair's 'fairness not favours' approach to unions will be put to the test next week, writes Robert Taylor

Next week's Trades Union Congress in Brighton will show whether New Labour and the Unionism are compatible. Union leaders will spell out what they expect from the first Labour government since 1979. Tony Blair's keynote speech to delegates on Tuesday will spell out the kind of relationship he wants to develop between the TUC and his modernising government.

Both agree there will be no return to the "beer and sandwich" days of previous Labour governments in the 1950s and 1970s, when union leaders never seemed to be out of Downing Street with apparently insatiable demands for more power and influence.

The unions have accepted they will have to live with most of the labour law reforms introduced by Margaret Thatcher to weaken them. Mass picketing will not be coming back, while compulsory union postal ballots are here to stay for the election of leaders and before strikes.

The prime minister has no wish to see a repeat of the confrontations between Labour and the trade unions that led in 1979 to the winter of discontent whose memory haunted his party for its 18 years in opposition. Every Labour government since the second world war has run into difficulties with its trade union allies. He is determined that his will not.

However, compared with what happened during the Tory years, the trade unions are no longer out in the cold. John Monks, the TUC's modernising general secretary, believes the government has already "shown a willingness to listen to trade unions on a range of important and practical matters".

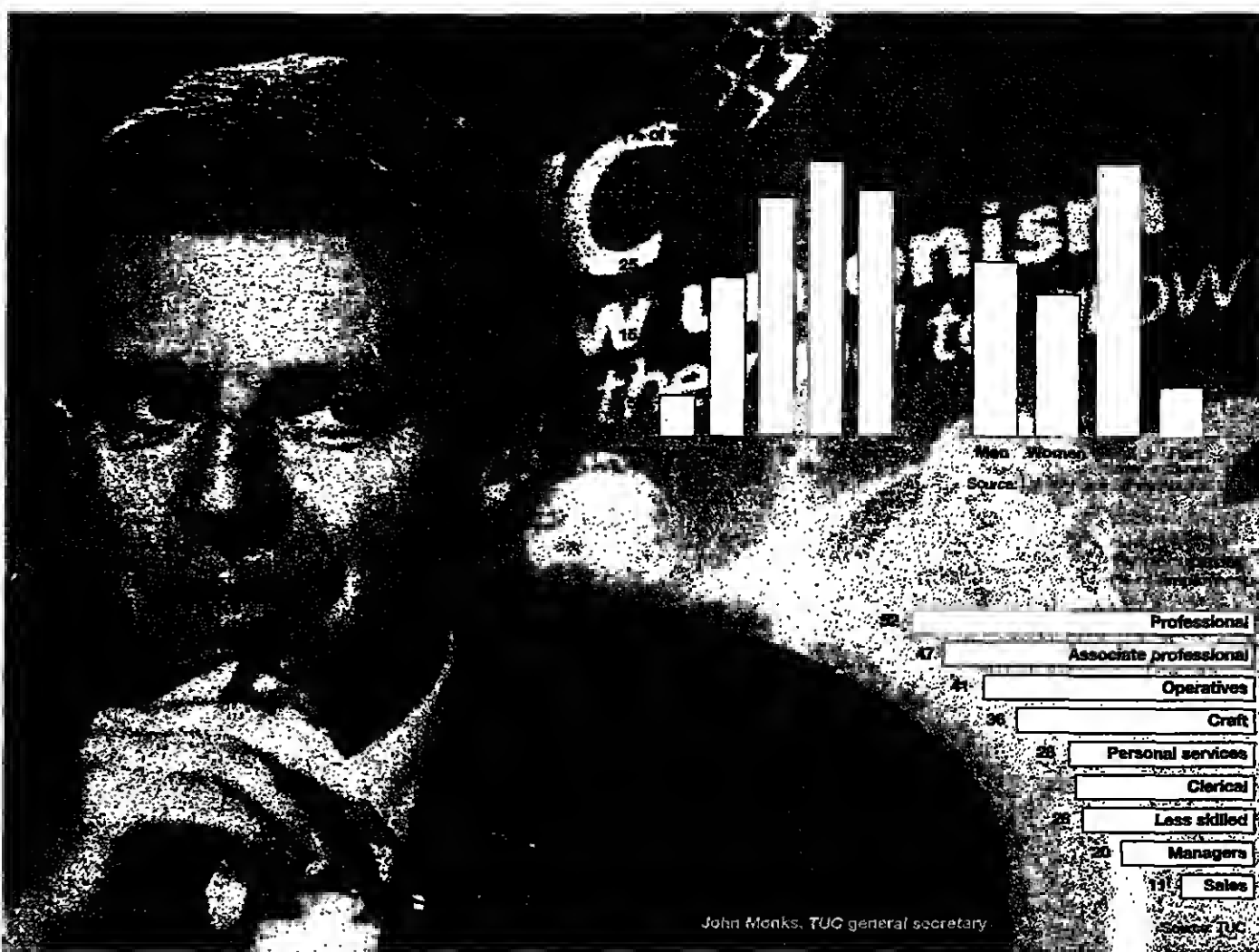
The low pay commission has been established to help set a national minimum wage. Trade unionism has returned to the government's communications centre at Cheltenham after a 13-year ban. The European Union social chapter has been signed, which will end the UK opt-out secured by John Major at Maastricht in 1991.

In other smaller ways the change of government in May has brought better times for the trade unions. Their leaders once again talk regularly with ministers and civil servants both at meetings and on the telephone in all government departments.

Mr Blair may invite pop stars and media luvvies to his soirees but union leaders are being entertained next door by Gordon Brown, the chancellor, and they enjoy good relations with Ian McCartney, Margaret Beckett's deputy at the Trade and Industry Department, who is in charge of fulfilling the trade union agenda.

In terms of policies, the unions are concentrating on two main areas, European labour law and the list of issues they describe as "fairness at work". They believe Mr Blair can accept both without compromising on his aim of increasing UK competitiveness in the global economy.

Union leaders remain among the country's strongest enthusiasts for the European Union, some even urging that the UK should join the proposed common currency from the start - some-



thing that Mr Blair has no wish to do.

"Our belief is that the European model of civilised prosperity... offers the best hope not just for our continent but for the wider world," Mr Monks writes in the introduction to his Congress report.

Potentially, this could cause conflict with the government. Mr Blair speaks of carving out a "third way" on employment issues for the UK, lying between the free market approach of the US and the system that prevails on the European mainland, which stresses labour-market regulation. Most union leaders, however, would want to see Britain converge with continental Europe and have no time for the US model.

Mr Monks sees the UK in terms of the European system, which he says, "should be developed in a complex and changing world". The term "social partnership" has only recently infiltrated into the language of British industrial relations. But it is rarely off the lips of trade union leaders nowadays.

Like it or not the Labour government will have to accept sweeping EU-based legally binding regulations in the next few years that the trade unions want and which will have a profound impact on the workplace.

They will cover maximum working hours, the right to paid holidays and parental leave, and equal rights between part-time workers and those in full-time jobs. They also provide for consultative committees for employees in cases of business transfers and collective redundancies.

EU social affairs commissioner Pádraig Flynn is expected to announce further measures in the Brussels pipeline when he speaks to the TUC next week.

Much of this may be seen by Mr Blair as a burden on business. He has already said that he will fight hard against any employment regulation that he judges will make the UK labour market less flexible.

Earlier this summer, Mr Flynn suggested that all companies may be required to have consultative works councils by law. Mr Blair's negative response to the proposal showed the prime minister does not share the TUC's enthusiasm for the European social agenda.

But the real test of whether the government and the unions can work together is not Europe. It is the government's promised white paper on future "fairness at work" legislation due early next year. Mr Blair has reaffirmed that his government will carry out the white paper. This may have allayed fears among the trade unions that he would like to abandon his manifesto commitments on industrial relations. But it is still by no means clear that the unions will secure all they want in future employment law.

Here are the vital and sensitive issue is trade union recognition. The TUC wants a law that will entitle employees to have a trade union to negotiate their pay and benefits if they want.

At present companies can refuse to recognise and bargain with trade unions even if all their employees want this to happen. "An employer should not be able to exercise a veto by refusing to deal with a union," says Mr Monks.

The Confederation of British Industry is talking seriously with the TUC on whether they can reach agreement on all sorts of

employment issues, including union recognition. That suggests the old adversarial attitudes are disappearing. Most companies are unlikely to back the idea of union recognition but as pragmatists they seem ready to acquiesce rather than resist.

There is little evidence that the UK is about to see a return of labour turbulence. There are few strikes and the relatively peaceful outlook for labour relations ought to help establish the new government-trade union relationship on a stable footing. But Mr Monks accepts neither unions nor government has yet defined what their new relationship ought to be. "It is not clear how we fit in," he admits.

But after next year's "fairness at work" proposals in the promised white paper have come into law in the 1998-1000 parliamentary session, Mr Blair has told Mr Monks there will be no more reforms to help the trade unions. He is unlikely to drop his guard when dealing with the TUC. He has been criticised in the past by certain union leaders, particularly when he dropped his support for the closed shop as Labour's employment spokesman.

Nor does he enjoy warm personal relations with senior union leaders, whom he regards as often overbearing and vain. He is unconcerned about the values and traditions of the labour movement. Mr Blair did not come out of the bowels of the trade union movement and is tied neither by sentiment nor interest to its collective values. This means his relations with New Unionism are always going to be edgy and ambivalent.

Moreover, Mr Blair remains deeply suspicious of trade union intentions, particularly those of activists in the public services

who could try and mobilise discontent against wage restraint. He also questions whether most UK trade unions are genuine in their promise to help and not obstruct business competitiveness. And he wonders whether many union leaders share his concern to defend the flexibility of the UK labour market.

Among the prime minister's key advisers are people known for their hostility towards trade unionism, notably Peter Mandelson, the minister without portfolio (and perhaps ironically, a former TUC employee). They regard trade unions as part of Old Labour - out of touch, disloyal and irrelevant to their project.

It is successful businessmen like Lord Simon and Martin Taylor, Barclays chief executive, not union leaders who are lionised in 10 Downing Street. But union leaders seem well-satisfied for the moment with what little they are being offered. What doubts and frustrations about New Labour they may have are being kept, for the most part, to private occasions. Few question government policy or even Mr Blair's plans to strengthen his own authority within the Labour party conference partly at the expense of the trade unions.

For Mr Monks and his modernising union allies in the prime minister's visit to Congress is vital in their efforts to restore some of their lost power and influence. The days have gone when Labour leaders came as supplicants to the TUC. "Fairness not favours" is the approach Mr Blair says he wants to develop in his dealings with the trade unions. Next Tuesday's performance should indicate whether that phrase is more than just a well-meaning soundbite.

The GEC lesson

The Hampel committee on corporate governance is convinced that the debate in Britain has concentrated excessively on accountability at the expense of business prosperity. Given that the governance process was originally a response to corporate malpractice, this assertion has a superficial ring of plausibility. Yet the implicit suggestion that accountability and prosperity are incompatible should not be allowed to pass unquestioned.

Consider the case of the General Electric Company, whose annual meeting today raises issues, not for the first time, about remuneration and performance. Under its previous chief executive Lord Weinstock, it was widely regarded as falling short of the highest standards of corporate governance. Many judged that Lord Weinstock, who was 72 on retirement, stayed on too long. The board did not act as a notably rigorous check and balance on a dominant chief executive. GEC's performance in Lord Weinstock's later years was unimpressive.

Yet shareholders failed to apply adequate pressure for a more speedy succession. And it is hard to believe that GEC's performance would not have been improved if the institutions had used their voting power to press for a better board. GEC under Lord Weinstock was far from being a typi-

cal British company. But it was not untypical, as John Kay and others have argued, in its lack of accountability.

Since Lord Weinstock's departure the company has shown welcome improvements in governance practice. Institutional shareholders have become more active, notably in raising objections to the pay package for his successor, George Simpson. But today they will pass a verdict on remuneration for other directors, including a scheme where very generous share options will become exercisable on the basis of surprisingly undemanding performance targets. Early indications are that it will all be voted through with a minority dissenting.

There would be nothing unusual in that. Countless other schemes have already been accepted in spite of failing to meet the Greenbury committee's recommendation for challenging performance criteria. This, along with the endemic process of inflation in the boardroom, suggests that the workings of the remuneration committee need a more radical rethink than Hampel recommends. So, too, does the voting behaviour of the institutions.

Without that, public acceptance of business will be hard to sustain in the next downturn when the corporate accident rate is rising and unemployment is moving the same way.

OBSERVER

New crown for Zepter

Bernhard Zepter is back in Brussels, striding along the familiar corridor of power on the 10th floor of the European Commission headquarters. A former top aide to ex-president Jacques Delors, Zepter has returned from a brief stint in Bonn to become the Commission's deputy secretary with special responsibility for external relations.

Zepter, 58, a Bavarian who joined the German diplomatic service almost 25 years ago, strengthens Germany's representation in the higher echelons of the Commission and its influence over the embryonic common European foreign and security policy. The other key post is held by Jürgen Trittmar, secretary general of the European Council, who is also charged with preparing the regular EU summits.

Zepter teamed up with Delors in 1990. This came at the end of a hectic round of international diplomacy surrounding German unification, which had left chancellor Helmut Kohl indebted to Delors for his early support for uniting west and east Germany. Zepter indirectly took some of the credit. He spent four-and-a-half years in the Delors Cabinet - a lot longer

than some, who found the pressure-cooker atmosphere too much to bear. Life under the benign president Jacques Santer should prove more agreeable.

Opinion leader

This must wait a little longer to find out what Prime Minister Chavril Yongthayudh thinks about the controversial proposed new constitution. In a rambling television interview/address on Monday, he was asked outright whether he was for or against. "I am 100 per cent," was the helpful reply. Things didn't improve much yesterday. In a less than stirring address to parliament, he confined himself to wondering whether the document was, well, perfect.

Warning shot

The Central Bank of Nigeria is warning the world about the advance fee frauds emanating from Africa's most populous country. Fraudsters invite punters to help shift money out of Nigeria, then demand money for fees and taxes to enable "transactions" to take place. The bank's adverts, in over 30 publications in 36 countries, spare little sympathy for the victims - or, in the bank's words, "so-called victims who are also villains" who get

involved because of "criminality, avarice and greed".

The advert makes clear that "there are no contract payments trapped in the bank" and is very long, but apparently not quite long enough. There wasn't room to mention police commissioner Fareen Nazir's complaints that her force has nicked over 100 people for alleged involvement in the scams, but the country's courts always have "one excuse or the other" for not dealing with them.

Open channel

Behind the recent North Atlantic spat between Greenpeace and British Petroleum, the two are in touch at summit level. Greenpeace head Peter Melchett, back from a scuba-diving holiday in warmer Caribbean waters, spent an evening this week with BP boss John Browne.

The two have something in common. More puritan colleagues say Melchett, a former British peer and minister, is too eager to play ball with the business establishment. Browne has distanced BP from the oil industry's conservative stance on climate change, he reckons the industry has got a responsibility to help tackle the problem and is expanding BP's solar power business. Their title-to-tale was by all

accounts a discreet, off-the-record affair. Who knows, perhaps dialogue between environmentalists and business folk can amount to more than just hot air.

Courtesy cars

The 4,000-odd taxi drivers of Los Angeles, who sail a fleet of mostly rattletrap Chevrolets without much sense of direction, are to be given lessons in manners. This may sound like good news to anyone who has ever been trapped in a narrow back seat, pierced by broken springs and partitioned from driver contact by a bullet-proof screen. But the local authority's offer of \$100,000 for "sensitivity training" has gone down badly in cabbledom: no-one likes being classified as churlish.

"Some customers want more than just a quick ride," says James Okasaki, the man behind the plan. But in a city where most locals have a car or three many punters do just want to get from airport to hotel or home from a bar as smartly as possible. So maybe the authority should spend the money on a stock of city maps, or a library of customised foreign language phrasebooks with useful sayings such as "I appear to have a piece of gum/burrito/sushi stuck to my clothes," or "are you really sure you know where you're going?"

Financial Times

50 years ago

Marshall Aid Proposals
New York, 4th Sept. It is held in well-informed Washington quarters that concern about Europe's economic crisis will soon compel President Truman to make a decision on emergency U.S. aid. It was revealed today that Mr. George Marshall, U.S. Secretary of State, was beginning an intensive series of conferences with his senior experts in the hope of working out a definite scheme within the next fortnight. The President is being forced to decide promptly whether the U.S. will offer stop-gap financial help to Europe now or await the full development of the European self-help plan suggested by Mr. Marshall. The State Department has become convinced that Europe cannot wait for the slow unfolding of the Marshall Plan.

Australian War Tax
Australian mining interests, apart from the gold-mining industry, have protested for a long time against excessive federal taxation. In particular, the so-called war-time company tax has hit base-metal producers with exceptional severity and unfairness. For example, Broken Hill South in 1944-45 paid as much as 85 per cent on a substantial proportion of its profits.

COMPANIES AND FINANCE: EUROPE

ABN Amro raises London operation

By Gordon Gribb in Amsterdam

ABN Amro, the largest Dutch bank, plans to make London a centre for its worldwide asset management activities, putting it on an equal footing with Amsterdam.

It has recruited Tom Cross Brown, a long-time Lazard banker, to head the London end of the unit and to be in global charge of its business development. ABN Amro has £1.44bn (\$70bn) of funds under management, of which £1.79bn are outside the Netherlands.

The bank, which owns the stockbroker Hoare Govett, last year increased its UK presence with the purchase of Carrington Pembroke and Causeway, two fund managers. These and Hoare Govett's Broadgate investment management offshoot will be overseen by the reorganised ABN Amro Asset Management (AAM) unit.

According to an internal memorandum obtained by the Financial Times, AAM has in principle left the acquisition trail, and the emphasis will lie on autonomous

growth. But it adds: "The London end in particular will need to undergo strong growth as far as matters like the number of staff, scale of activities and funds managed are concerned."

ABN Amro has some 650 asset managers in 24 countries, of whom about 250 are in Amsterdam and 45 in London. Some 20 professionals a year are to be added to the UK staff, Jules Prast, a vice-president, confirmed yesterday.

A new "global asset management directorate" is to be headed by

Jaap Vleret, currently responsible for its Dutch activities in the sector. He takes over responsibilities until now held by Jan Vroegop, who is retiring. In addition to Mr Cross Brown, who was chief executive of Lazard Brothers Asset Management, ABN Amro is looking for a chief investment officer.

The bank said the moves reflected its wish to have head office functions carried out in the most appropriate locations. For example, its private banking division is run from Zurich.

"The London location will grow much faster than Amsterdam - it is a recipe we have used before," said Mr Prast.

"We used London as a jumping board for corporate finance, deciding to move only a few people there but let it grow very fast. That will happen in this case as well," he said.

He said acquisitions in asset management would be considered only if the opportunity was exceptional. "The general problem is the price you pay."

ICB sets up its defences

The Swedish tanker group vows to repel Frontline's raiders

Every time Ola Lorentzon downloads his computer, the screen reverts to a cartoon shark swimming through a shoal of fish.

The chief executive of ICB Shipping, one of Sweden's largest tanker operators, says his company is being stalked by a similarly dangerous predator in the shape of Frontline, its Bermuda-based rival, formerly based in Stockholm.

Frontline, quoted in Oslo, this week put ICB firmly in its sights by launching a \$K1.2bn (\$340m) hostile takeover bid aimed at creating one of the world's largest independent tanker fleets.

The company - acquired last year by Norwegian shipping entrepreneur John Fredriksen for \$455m - has justified the bid by pointing to merger cost savings and the tax benefits of being registered outside Sweden, where shipowners receive few fiscal concessions.

Mr Tom Jebson, Frontline's chief financial officer, claims the enlarged group - with 44 vessels - would also enhance its earnings potential through increased purchasing power and improved marketing and could better exploit the cyclical upturn in chartering rates.

"There is pressure to con-

solidate in this industry because it is too fragmented at present; the big oil companies can play small shipowners off against each other to get the best [charter] price," he says.

ICB rejects this argument outright. Mr Lorentzon maintains size alone would not deliver the profits forecast by Frontline. Moreover, he accuses ICB's rival of trying to snatch control just when the tanker market is on the verge of recovery.

The two companies, however, are agreed on one point: the world tanker market is moving in the right direction after almost five years of recession.

Rising cargo volumes and the scrapping of older vessels have combined to increase customer demand just as capacity is levelling off. That has helped lift charter rates for Suezmax tankers from historic lows of \$16,000 a day in 1994 to \$30,000 a day.

Sjöfartens, the Scandinavian shipping analysts, predict these rates could double again by the turn of the century. Given that month-

ly charter rates for Suezmax tankers from historic lows of \$16,000 a day in 1994 to \$30,000 a day.

watering prospect, it is easy to see why Frontline wants to snap up ICB - particularly given its relatively modern fleet and low operating costs.

But while Frontline claims 35 per cent of ICB's shareholders have welcomed its approach, the price remains a sticking point for ICB's founders, who still control a large proportion of the voting shares.

They are unlikely to give their consent at the 3-for-1 share offer, with a cash alternative of \$K115. At Frontline's share price of \$K135.40 yesterday, the paper offer values ICB shares at \$K101. ICB's most-traded B shares closed down \$K10.50 at \$K110.

Describing Frontline's offer as derisory and opportunistic, Mr Lorentzon says profitability in the tanker industry depends more on service and fleet efficiency than critical mass.

"Frontline can see we are

one of the most profitable companies in the sector," he says. "But just because they want the most beautiful girl around, it doesn't mean she wants to dance."

Nevertheless, industry analysts believe Frontline could still capture ICB if it opted for a cash offer rather than issuing paper.

"The problem for Frontline is that they are trying to swap their overvalued paper for ICB's undervalued stock," says one analyst. "That looks good for their investors in Oslo, but not for anyone else."

A number of institutional investors have also expressed misgivings over the financial performance of Frontline measured against

In pursuit



ICB. Last year, Frontline incurred a pre-tax loss of \$K197m on sales of \$K1.22bn; ICB made profits of \$K128m on sales of \$K1.78bn.

ICB was able to maintain profits because it shrewdly fixed its charter rates for five years on the eve of the recession. Some rivals lost out to SKR1bn during the downturn, while others sank without trace.

Mr Jabsen at Frontline, however, says the profit comparison is unrepresentative as it reflects the period before Mr Fredriksen reversed his shipping operations into the one-time Swedish group. In the six months to June 30, Frontline reported profits of \$K13m on sales of \$K190m, and it is promising better things.

Acquiring ICB, analysts agree, would enhance those earnings. But questions remain whether Frontline can fund the kind of cash offer some believe is necessary to make certain of its bid. It has already announced a 21m share placing to fund the cash alternative, and some investors might blanch at the prospect of further dilution.

Mr Lorentzon, who denies that the bid reflects vulnerability among Swedish shipowners, remains quietly confident he can repel borders.

"This is a transparent business and we can see this is a better quality company than Frontline," he adds. "That proves you don't have to be huge to stay afloat."

Tim Burt

EUROPEAN NEWS DIGEST

Carrefour falls 34% midway

Shares in Carrefour, the French retail group, dropped yesterday after it reported net income for the six months to June 30 down 34 per cent to FF1.1bn (\$225m). The figures were significantly below a number of analysts' expectations, helping to push the shares down 7.4 per cent to close at FF3.67, while the CAC 40 index of leading quoted companies closed up slightly at 0.31 per cent.

Daniel Bernard, chairman, highlighted a "contrasted environment" for its hypermarkets around the world with a weak performance in Argentina and lower consumer spending in France and the Asian markets, which had suffered in the wake of the currency crisis. Sales rose 9.2 per cent to FF7.7bn during the period, equivalent to a 6 per cent rise at constant exchange rates. The rise in the dollar had contributed FF5.4m, but he warned that this was offset by a drop in consumer spending.

Mr Bernard would not comment on the details of the shake-up in French retailing triggered this week by the purchase of the supermarket chains Franprix and Leader Price by Casino, and the hostile bid launched by Promodes for Casino and Rallye. However, he indicated that the price paid for the two supermarkets - FF2.25bn in cash, FF700m in debt and options to acquire full control for a further FF1bn - was more than he had been willing to pay.

Andrew Jack, Paris

VEREINSBANK

Hypo-Bank holders urged over bid

Bayerische Vereinsbank yesterday stepped up its campaign to persuade shareholders in Bayerische Hypothek- und Wechselbank to accept the terms of their agreed merger, announced in July. It said it was confident that its share exchange offer would be successful, but warned that the deal's failure could strengthen foreign investors' prejudices against Germany as a financial and business centre. "For many international investors, this is a test of whether the German economy is capable of reform," said Albrecht Schmidt, Vereinsbank chairman.

Vereinsbank is offering one share in Allianz insurance - to come from its portfolio - for six of Hypo-Bank. The DM68m (\$4.4m) transaction is aimed at obtaining at least 40 per cent of Hypo-Bank. This is the first stage in the agreed merger, to create Germany's second largest bank, and the offer closes on September 10.

Andrew Fisher, Frankfurt

OIL COMPANIES

Elf follows Total rise

Elf Aquitaine, France's biggest oil group, yesterday unveiled a 48 per cent advance, from FF3.55bn to FF5.26bn (\$859.6m), in first-half net income, spurred partly by higher oil prices and beneficial exchange rate movements. The rate of increase was marginally slower than the 51 per cent improvement at Total, its smaller rival, which this week reported net income of FF3.98bn.

The Elf figure includes FF342m gains from the disposal of financial interests. Excluding these, net income would have amounted to FF4.92bn - an increase of 38 per cent. Taken together, these figures from the country's two largest oil companies have got what is expected to be a buoyant French results season off to a positive start.

Elf shares closed ahead FF29, or 4 per cent, at FF760 on the Paris stock market, against an advance of just 0.3 per cent for the benchmark CAC 40 index. Total shares also gained ground, climbing FF10, or 1.6 per cent, to FF636.

David Owen, Paris

BULL

Board appoints new chairman

An executive of Suez-Lyonnais des Eaux, the French utilities group, was yesterday appointed as the new chairman of Bull, the computer group privatised after heavy restructuring this year. The Bull board yesterday approved the candidature of Guy de Panafieu, the second-ranking executive board member at Suez-Lyonnais.

Mr de Panafieu will replace Jean-Marie Descarpentries, the dynamic chairman who turned Bull round and decided to resign in June in a move believed to have been motivated by personal reasons. Mr de Panafieu said yesterday that the group needed to lift its performance, which he argued was more a function of "development" than of cost-cutting. He said that Bull needed to reinforce its position as the European leader in information systems. Mr de Panafieu, who was previously managing director of Lyonnais des Eaux, acknowledged that the merger had reduced his chances of taking charge of the combined group. "I am not bitter about it, but my prospects changed. I happy to take on a new challenge," he said.

Andrew Jack

ENERGY

Neste in Borealis talks

Neste, the partly privatised Finnish energy group, yesterday declined to comment on a report that Austria's OMV would buy half its 50 per cent stake in Borealis, a petrochemicals and plastics venture with Statoil of Norway. An Austrian magazine said OMV was planning to buy 25 per cent of Denmark-based Borealis for \$4.5bn (\$652.2m). Neste confirmed it was in talks with potential buyers but would not reveal how advanced negotiations were. Borealis made pre-tax profits of DK870m (\$135.7m) last year on sales of \$K15.9bn.

Greg McIvor, Stockholm

FINLAND

Wärtsilä NSD extends venture

Wärtsilä NSD, the diesel-engine subsidiary of Finland's Metra group, is to extend its two-year-old joint venture with Cummins, the US diesel engine maker. The move will lift the venture's annual sales from FM300m-FM400m to FM1.2bn (\$220m).

Greg McIvor

Cockerill eyes alliance talks

By Neil Buckley in Brussels

Cockerill Sambre, Europe's fifth biggest steelmaker, said yesterday it might begin talks early next year with potential partners to reinforce its position in the rapidly consolidating European industry.

The Belgian group yesterday reported a return to the black, with first-half net profits of BF748m (\$19.9m) against a BF180m loss last year.

Jean Gandois, chairman, said Cockerill Sambre could prosper on its own, "for another few years", but added: "I retire in two years and I will feel happier if I don't leave Cockerill Sambre all alone."

He said recent tie-ups, such as Germany's Thyssen and Luxembourg's Arbed with Spain's CSI, left Cockerill Sambre "fifth equal" with Hoogovens of the Netherlands in terms of output. It trailed three "very big com-

panies" - Thyssen Krupp, Arbed and Usinor - and one "big company" - British Steel.

Cockerill would complete a year-long strategic review in December, Mr Gandois said, and decide then on appropriate partners.

But he warned that management's wishes had to be reconciled with those of Cockerill's dominant shareholder - the region of Wallonia, Belgium's French-speaking area - which controls 78.7 per cent. Analysts warn that the regional government's social concerns, particularly the need to avoid job losses, could complicate plans for an alliance.

Cockerill is already set to lose 2,000 of its 10,000-strong workforce in a restructuring aimed at knocking BF10bn off annual costs.

Mr Gandois said strong first-half demand had led to good capacity utilisation, although sales prices still averaged 3.4 per cent lower than in the first half of 1996.

Acquisitive Ahold advances 71%

By Gordon Gribb

Ahold, the Dutch supermarkets group, yesterday reported a 71 per cent leap in second-quarter net profits to F1207.4m (\$101.3m), and said it was on the lookout for further US acquisitions.

Sales in the 12-week period rose 48.6 per cent to F11.6bn, reflecting the inclusion of Stop & Shop, a chain in the north-eastern part of the US, after its \$1.8bn takeover concluded last July.

Even if Stop & Shop had been consolidated in the second quarter of 1996, revenues would have been up 19.9 per cent, Ahold said.

The group stuck to its forecast of 30 to 45 per cent full-year profit growth from the F1.62bn recorded in 1996. Earnings per share would be ahead by a more muted 12 to 20 per cent because of the equity issued to fund last

year's purchase. Some analysts thought the projections conservative.

Mr Cees van der Hoeven, president, said yesterday: "These forecasts do not completely take into account the positive effects of the higher US dollar."

In the US, it was developing private label products while integrating operating systems. "More than ever before, we are positioned to add value immediately for new acquisitions," he said. "We remain alert to new acquisition possibilities and see plenty of opportunities."

Ahold, with over 3,000 stores worldwide, intends opening more hypermarkets selling clothing and appliances as well as food and other provisions.

From first-half earnings of 84 Dutch cents a share, up from 67 cents, the group is paying an interim dividend of 21 cents, against a previous 17 cents.

CPR
BANQUE D'INVESTISSEMENT ET DE GESTION

RESULTS AS OF JUNE 30, 1997

	1996 half-year average	1st half 1997
Net income	FRF 1,135	FRF 1,157
Gross operating income	FRF 385	FRF 378
Net income (group share)	FRF 181	FRF 186
Return on equity	12.4%	11.2%

CONTRIBUTION OF THE THREE BUSINESSES TO CONSOLIDATED NET INCOME

62% Proprietary trading, 13% Asset management, 25% Brokerage

Client-driven activities accounted for 38% of net income.

Proprietary trading: activities currently being developed on credit spreads, equities and emerging markets proved particularly satisfactory.

Brokerage: brokerage now accounts for 25% of net income. Activities in primary and secondary markets for equities and derivatives as well as in the primary bond market developed significantly.

Asset management: assets under management increased by FRF 3.3 billion to FRF 66.3 billion. The share of high value-added mutual funds grew considerably.

Outlook

In its three businesses, CPR continued to grow through diversification. This trend confirms its strategic choices and investments. It illustrates the bank's ability to react rapidly to market developments, demonstrates CPR's ability to adapt, and bolsters the efforts made to prepare for the introduction of the euro.

CORPORATE COMMUNICATIONS
CPR, 30 RUE SAINT GEORGES,
75012 PARIS CEDEX 03
TEL: (+33) 1 45 56 24 30 FAX: (+33) 1 45 96 23 03
Internet: http://www.cpr.fr

مركز من الأعمال

Brierley to hold Fairfax stake

By Terry Hall in Wellington

The Australian federal government's refusal to relax media ownership rules would not change Brierley Investments' plans to increase its stake in John Fairfax Holdings, the publisher, from the present 23 per cent, Bob Matthew, BIL chairman, said yesterday.

There had been speculation that BIL, which bought a 23 per cent stake in John Fairfax last November, intended to sell the holding on, possibly to Kerry Packer, the media magnate.

Fairfax owns several Australian newspapers, including the Sydney Morning Herald, the Financial Review and the Melbourne Age.

Mr Matthew, speaking as the group posted flat annual results, said: "We expect to enhance our returns from the Fairfax investment and intend to remain a shareholder long term."

Mr Matthew said BIL was not attracted to Fairfax by the "quaint notion" that increased values would flow from regulatory changes in the Australian media industry. "I hope none of you would believe we would spend NZ\$97m (US\$366m) on that basis."

However, he said he believed the Australian government could have relaxed foreign ownership rules to allow BIL to increase its stake above the 25 per cent limit. "We will pursue any

avenues to increase our shareholding."

BIL announced flat profits of NZ\$31m for the year to June 30. Paul Collins, chief executive, said the result was due to the company's decision not to sell certain investments which were valued at significantly more than book value but offered substantial value growth.

At June 30, the company's listed investments, including a controlling stake in Thistle Hotels, reflected an unrealised surplus on book values of NZ\$623m, compared with NZ\$156m a year earlier.

Mr Collins described the response to last year's relisting of Thistle Hotels in the UK as "disappointing", but said the decision to cut its

holding to 46 per cent had substantially strengthened the balance sheet.

Thistle, whose shares yesterday stood at 126p compared with a flotation price of 170p, saw profits rise 55 per cent to \$36m (\$57m) last year.

Other big investments included the acquisition by its associate, Air New Zealand, of a 50 per cent stake in Ansett Holdings for NZ\$540m; the purchase of a 25 per cent stake in North Island forests; and the restructuring of the Union Shipping Group.

Trading profits rose by NZ\$66m to NZ\$336m. Equity accounting of James Hardie, the Australian building group, and John Fairfax con-

tributed NZ\$64m. Sky City, the Auckland casino which was the only new gambling venture in Australasia to meet its prospectus targets, made a maiden full-year contribution of NZ\$48m, while the investment in North Island Forests returned NZ\$15m. These were offset by a NZ\$48m loss from the Australian Vox retail chain and a NZ\$31m contribution from Air New Zealand.

Investment earnings rose by NZ\$61m to NZ\$256m. These included increased dividend income of NZ\$93m, against NZ\$36m, a NZ\$91m profit from the flotation of Weeks Royalty in Australia, and NZ\$52m from the sale of Union Shipping's Australian operations.

Hongkong Land in mainland venture

By John Fiddling in Hong Kong

Hongkong Land announced plans for a US\$100m joint venture project in China, marking the biggest investment on the mainland by the property arm of the Jardine group, the UK-controlled conglomerate.

The news comes amid other moves by Jardine group companies to increase their business activities in China. Earlier this week, Ka Wah Bank, which is ultimately controlled by Beijing's flagship investment vehicle, said it was in negotiations to take a stake in Jardine Fleming Bank, a division of the conglomerate's investment banking joint venture.

The deal is intended to lead to co-operation between Jardine Fleming and Citic, the parent of Ka Wah.

Relations between China and Jardine were strained by the group's support for political reforms in Hong Kong.

However, recent months have seen reassuring statements from senior Chinese officials who have pledged equal treatment for Jardine companies.

Under the terms of yesterday's announcement, Hongkong Land will take a 40 per cent stake in the joint venture company, which is called King Kok Investment. Rodamco China, a wholly-owned subsidiary of Dutch-based Rodamco, one of the world's largest property investment funds, will also take a 40 per cent stake.

The balance will be held by Crown Pacific Development, itself a joint venture between Singapore's Temasek Holdings, Hong Leong Group and Keck Seng Group.

Robert Wong, executive director of Hongkong Land, said King Kok Investment is in the final stage of negotiation to acquire a luxury residential development in Beijing and expects to reach an agreement soon. The initial investment by the joint venture is expected to exceed US\$100m.

Mr Wong said that while Hongkong Land could have made the investment alone, the joint venture reflected its strategy of building partnerships for investment projects.

"We hope this investment is followed by others, both in China and elsewhere," he said, dismissing any political motives behind the deal. "We do not make investments for the purpose of good relations."

PLDT hits at delay over rates proposal

By Justin Marozzi in Manila

Philippine Long Distance Telephona Company, (PLDT), the country's largest telecoms operator, has criticised the government's telephones commission for the delay in processing the group's rate restructuring proposal.

Seven months after filing its submission for new rates - designed to compensate for declining international accounting rates at present being negotiated with AT&T, the dominant carrier - PLDT is still waiting to hear from the National Telecommunications Commission (NTC).

"It is frustrating because we filed in February with the expectation that a decision would come within three months," said Edgardo del Fonso, chief financial officer. "We then received assurances that a decision would be forthcoming in August. Unfortunately, the NTC decided to postpone and continue hearing the opposition of certain groups."

Last week, the NTC postponed a hearing on an internet user group which is against PLDT's rate restructuring programme as it includes the introduction of metering for local calls.

Another hearing will now be held on September 19, although Mr del Fonso said he did not expect a final

decision before November.

"It looks like the NTC is trying to steer clear of any controversy and allowing people to say what they want," Mr del Fonso added.

PLDT has asked the government for a 45 per cent increase in the basic monthly charge and a 35 per cent rise in national long-distance charges. It is also seeking a 21 per cent cut in international rates. Restructuring of tariffs is considered a priority because international calls represent 52 per cent of group revenues.

"Tariff restructuring is very important for PLDT in the longer term, given the ongoing pressure on international revenues from accounting rate reductions," said Alex Connor, analyst at Indosuez W.I. Carr Securities in Manila.

The pressure to start operating the new rates has eased recently with the weakness of the peso. PLDT calculates that for every 1 peso depreciation it will earn additional net income of 500m pesos (\$15.5m).

Yesterday the peso hit another low of 32.4 to the dollar, compared with 26.3 to the dollar before the central bank succumbed to speculators.

Amid a stock market rebound yesterday, shares in PLDT leapt 8 per cent to close at 880 pesos, up from 750 pesos a week ago.

US listing to keep Infosys a step ahead

Infosys Technologies, the fast-growing Bangalore software house, seems bent on notching up Indian corporate firsts.

Three years ago it established India's first employee stock option scheme. A year later it was India's first company to prepare accounts according to US accounting standards. This year's achievements included publishing its annual report on CD-ROM and providing India's first fully audited quarterly results.

These showed an 82 per cent rise in first-quarter profits to Rs101m (\$2.3m) on turnover 73 per cent higher at Rs264m, sustaining a trajectory which has seen profits leap 68 per cent to Rs414m in the year to March 31, 1997.

It is a record that - combined with Infosys' distinctly un-Indian accounting transparency and investor-friendliness, has turned Infosys into "a first-stop must-buy Indian blue chip for foreign investors", according to one Bombay analyst.

With its share price hovering about Rs1,200, not only is Infosys trading at 35 times prospective 1998 earnings in a software sector already at a high premium to the rest of the Bombay market, it also remains a "buy" for most foreign institutional investors (FIIs) in Bombay.

But Infosys is aiming higher. Its next first, according to N.R. Narayana Murthy, chairman and managing director, is likely to be the issuance of an American Depository Receipt, making Infosys the first Indian soft-

ware house to list on Nasdaq.

The size and timing of the issue has not been decided, he says, but hints it could be within a year, providing it is approved by India's finance ministry.

The aim of such an issue, says Mr Murthy, would be threefold. First, to raise Infosys' US profile and its corporate "brand equity". Secondly, to raise funds to finance a marketing push for its software packages. Thirdly, and most importantly, according to Mr Murthy an ADR issue would indirectly help Infosys retain its core team of software professionals.

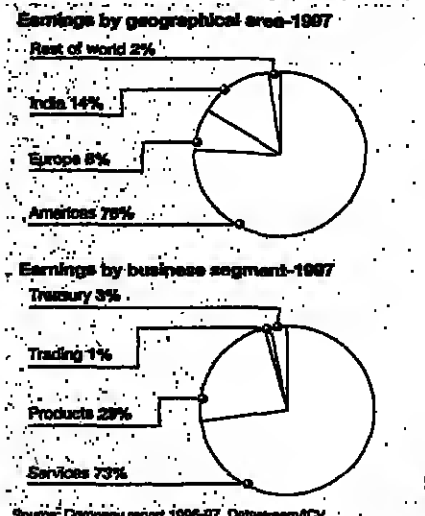
"One way of keeping people is to offer generous stock option plans," says Mr Murthy. "To do that we must be listed on Nasdaq or the NYSE. Only then will the stock options really mean anything."

So far Infosys, India's fifth-biggest software exporter last year with overseas sales of \$55m - 90 per cent in the US - has a better record of keeping staff than most Indian software houses on average lose up to 25 per cent of their staff a year. Infosys, which has 1,700 staff, claims to lose just 13 per cent.

Nevertheless, in an industry where annual growth of more than 50 per cent a year has created fierce competition for software professionals, Infosys considers perks a priority.

"Attracting and keeping people is the single most important factor for achieving success in this industry,"

Infosys: Bangalore blue chip



says N.S. Raghavan, director responsible for human resources. Through its existing share schemes and offers of low-interest consumer loans worth up to 50 per cent of salary, "the whole plan is to create assets in the hands of our employees", he says.

Infosys can boast a fair record. Started 16 years ago by Mr Murthy and six software engineers with an initial investment of \$300, Infosys today has 40 dollar millionaires on staff and 300 rupee millionaires.

The company is seeking an additional 700 staff this year alone, while adding three new offices - in Madras, Pune and Bangalore - to its four existing Indian branches. The company has a wholly-owned US subsidiary, Yatra, and has six US offices and two in Europe. Each is set to expand as Infosys launches a marketing drive to increase the proportion of revenues coming from its software products, relative to the services it provides.

Sales of products - a banking software system sold in India and developing countries, a retail and warehousing system, a "millennium hug" product and a new

internet-based trading system - now account for 23 per cent of revenues. Though Mr Murthy says the proportion of product sales in the revenue mix has risen "more slowly than we'd hoped", the company still aims for such sales to account for 40 per cent of turnover by 2001.

Mr Murthy sees an ADR issue partly as a means of funding an expensive marketing push for these products, and partly as a component of Infosys' broader corporate "branding". A Nasdaq listing, he says, would help to establish a reputation for the company as a global, rather than peculiarly Indian, software house.

This would differentiate Infosys from the bulk of Indian software houses, which are known for offering cheap data-processing or software services, rather than for selling higher-value branded products.

"We need to be seen as an American company, not so much as an Indian one," he says. "If we want to survive, we need to compete in the world market and not just with other Indian players, but with the best local companies," he says.

Mr Murthy sees the com-

pany achieving earnings growth for the next two years of 55-60 per cent - a forecast backed up by the brokerages Jardine Fleming and HSBC B&K in Bombay. However, he believes growth thereafter will depend on Infosys making the transition to a "global" product company, with a greater presence both in the US and Europe.

Such progress will depend in turn on Infosys remaining a favourite with foreign investors. "That's not going to happen if we ask them to judge us by our yardsticks and norms. We have to be measured by their international benchmarks," says Mr Murthy.

So far, FII's appear to love what they see - which, in the 116 pages of its annual report, is much more than any other Indian company is prepared to reveal.

Infosys recently took advantage of new rules permitting foreign investors to hold a combined total stake of 30 per cent in listed Indian companies, up from a previous limit of 24 per cent. FII's piled in, and now hold more than 29 per cent of the company's stock.

Mark Nicholson

Village Roadshow advances 26.7%

By Elizabeth Robinson in Sydney

Village Roadshow, the Australian entertainment group, is set for further expansion after an "excellent result" last year, according to Robert Kirby, chairman.

The group reported a 26.7 per cent rise in profits after tax and abnormals to A\$60.2m (US\$43.8m), at the top end of expectations. Sales rose 17.6 per cent to A\$478.6m as the group opened more multiplex cinemas.

Village hopes to complete more than 75 screens worldwide by Christmas. With a further 330 scheduled for 1998 it is on track to achieve 3,000 screens by 2001.

The group has also been expanding in radio, which now contributes 23 per cent

of profits. This week it spent A\$100m on two Perth stations after it paid A\$130m for the 45 per cent of Austereo, the radio group, that it did not already own.

Village shares closed up 6 cents at A\$1 yesterday.

Wiluna Mines, the Australian gold miner, has rejected the 65 cents a share takeover offer by Great Central Mines as "inadequate".

Reuter reports from Perth. It said a fair price was not less than 95 cents a share.

Great Central, which is being part-funded by Normandy Mining, launched its bid for Wiluna on August 21, along with a hostile A\$3 a share bid for Eagle Mining.

Wiluna shares closed steady at 68 cents, while Eagle Mining fell 4 cents to A\$3.18.

Great Nordic

The Board of Directors of GN Great Nordic Ltd. decided on 2 September 1997 to increase the Company's share capital by offering New Shares for a nominal amount of between DKK 112 million and DKK 128 million for subscription at market price without pre-emption rights for the Company's existing shareholders.

A total of 5,600,000 New Shares of DKK 20 each are offered for subscription. In addition GN Great Nordic has granted Aros Securities as Lead Manager an option exercisable for 30 days after the last day of the Offer Period to purchase an issue of up to 800,000 Additional New Shares to cover any over-allotment of Shares in connection with the Offering.

The Offer Period of the Shares opens on Thursday 11 September and closes on or before Monday 22 September 1997. The Offer Period may not be closed before 4pm on Thursday 11 September 1997, Copenhagen time.

The Offer Price will be fixed according to the book-building method which implies that the Managers identify the demand for the shares by collecting bids and adjustments, if any, from potential investors during the Offer Period. The Offer Period will be closed by determination of the Offer Price upon consultation between GN Great Nordic and Aros Securities on behalf of the Managers on the basis of the bids submitted during the book-building period. The Offer Price is expected to be notified to the Copenhagen Stock Exchange on Tuesday 23 September 1997.

Registration of the New Shares on the investor's account with the Danish Securities Centre against cash payment is expected to take place on 26 September 1997.

The New Shares are expected to be listed on the Copenhagen Stock Exchange and the London Stock Exchange as from 24 September 1997.

The Preliminary Offering Circular prepared in connection with the Offering may be obtained from the Managers:

Aros Securities tel +45 33 39 50 82
Carnegie Bank tel +45 32 88 02 00
Den Danske Bank tel +45 33 44 51 30
ING Barings, Amsterdam tel +31 20 563 8549
Banque Paribas, London tel +44 171 595 2000

Copenhagen, 2 September 1997

The Board of Directors

BANK HOFMANN & BRENNWALD

Ueli Brennwald belongs to the Bank Hofmann team. He is regarded as a highly competent and committed Investment Adviser. His interests stretch far beyond the world of finance; material values are not his main ambition in life. His personality incorporates an important part of what our Private Bank stands for. Every member of our bank reflects the entire organisation. Each individual demonstrates total commitment towards our clients' best interests. Whether it's behind the scenes or face-to-face.

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Bank Hofmann AG
Talstrasse 27
CH-8002 Zurich/Switzerland
Telephone 0041 1 217 51 11
Telefax 0041 1 211 73 68

a CREDIT SUISSE GROUP company

Yen 20,000,000,000
Mitsui & Co., Ltd.
Fixed and Floating Rate
Notes due 1998

For the period from September 5, 1997 to March 5, 1998 the Notes will carry an interest rate of 2.000000% per annum with an interest account of Yen 1,000,000,000,000.00 Note. The relevant interest payment date will be March 5, 1998.

Agent Bank
BANQUE PARIBAS
Liaison Office

KIDDELLTON LIMITED
Fixed Rate Bonds due 2000
Guaranteed by
KIDDELLTON INVESTMENT (OVERSEAS) LIMITED

Interest is payable from the 1st day of the month of January 1998 to the 1st day of the month of January 2000. The interest will be paid in arrears on the 1st day of the month of January 1998, 1999 and 2000. The interest will be paid in arrears on the 1st day of the month of January 1998, 1999 and 2000. The interest will be paid in arrears on the 1st day of the month of January 1998, 1999 and 2000.

Agent Bank
KIDDELLTON LIMITED
Agent Bank

Südwestdeutsche Landesbank Girozentrale
DM 150,000,000
Bearer Notes Series 26 due
September 16, 2005
ISIN DE0003459277

We hereby inform you that the Issuer has exercised the call option at par per September 16, 1997 and will be redeeming the entire issue.

MORGAN STANLEY BANK AG
September 2, 1997

COMPANIES AND FINANCE: THE AMERICAS

Output warning hits AMD stock

By Louise Kehoe in San Francisco

Advanced Micro Devices, the Silicon Valley chipmaker, surprised Wall Street with a warning that it expects to report a "small" operating loss for the current quarter.

AMD shares dropped almost 5 per cent to trade at \$35½ in mid-session yesterday, down \$2½ from Wednesday's close.

Financial analysts had been forecasting profits for the current quarter, ending September 30, of about 31 cents a share based on strong sales of the latest microprocessor chips.

AMD has been attempting to carve out a position in the market for microprocessor "brain chips" used in personal computers. Intel, the world's largest chipmaker, dominates this field with a market share of close to 90 per cent. However, AMD had recently won orders from eight of the world's top 20 PC manufacturers for its new "K6" chips which compete with Intel's latest Pentium MMX devices.

In a statement issued after the close of trading on Wednesday, AMD revealed that it had been unable to meet aggressive production targets

for the K6 microprocessors. The company had previously said it expected to produce 1m-2m devices in the current quarter. The actual output is now expected to be only "slightly more than 1m units".

The production shortfall is a setback for AMD in winning the confidence of PC manufacturers who rely heavily upon their microprocessor suppliers for the critical components.

However, AMD's problems underline the complexities of chip manufacturing, which involves forming micro-miniature circuits on a wafer

of silicon in ultra-clean conditions where a few specs of dust can disrupt output yields.

Typically, chipmakers "ramp" production of new chips over a period of months by tweaking manufacturing processes to achieve the highest possible yield of devices that meet performance specifications.

This process appears to have taken AMD longer than it had expected.

However, AMD remained optimistic that it could double production in the fourth quarter to about 2m microprocessors.

AmexCo licenses Czech bank

By John Authors in New York

American Express, the US financial services group, yesterday extended its banking network into eastern Europe with the announcement that Komerční Banka of the Czech Republic would be licensed to issue American Express cards denominated in Czech korunas.

The move continues the company's strategy of the past two years of building its distribution by allowing banks to issue its cards. This reversed its previous policy of issuing cards only by direct marketing and brought it into direct conflict with Visa and MasterCard, the largest bank credit-card associations, which had rules in several countries banning members from offering American Express.

Under the deal, Komerční, which has 249 branches in the Czech Republic, will offer the cards to its customers. It will also process billing and payments and service customers.

AmexCo said it expected the deal to increase both its total distribution and the number of Czech merchants who accept the card. A card denominated in US dollars will continue to be offered directly to Czechs by American Express.

AmexCo said: "Our strategy is to go into a specific geographic region and license a partner, which is generally one of the best-established card issuers in the market." However, it added that it would not necessarily use this franchising system in all markets.

Banks now offer the card in five central American countries, Croatia, Greece, Ireland, Portugal, Israel, South Korea, South Africa, Turkey and Venezuela. The company said it intended to announce several more such deals before the end of this year.

John Authors

AMERICAS NEWS DIGEST

The Hartford in Singapore deal

The Hartford Financial Services Group, one of the largest US insurers, yesterday extended the trend for US insurers expanding internationally, taking a 49 per cent stake in The People's Insurance of Singapore. The Hartford, which already has operations in the UK, Spain, the Netherlands and Latin America, said it was paying about \$20m in cash for its stake in the company, which is currently a 99.6 per cent owned subsidiary of Hwa Hong of Singapore.

Under the deal it will offer expertise in marketing, management information systems and product development. It said the deal would concentrate on People's Insurance's core businesses of motor and construction insurance. John Donahue, president of Hartford's international financial services group, said the deal would expand the company's presence in south-east Asia, which it intends to expand further.

Several US insurers are attempting to expand internationally, particularly in south-east Asia where the market is far less developed than in the US. Growth in new premium has been sluggish for several years in the US, and many analysts regard the market as mature. International expansion appears to offer a stronger chance of growing revenues.

John Authors, New York

OIL AND GAS

Pioneer agrees bid for Chauvco

Pioneer Natural Resources, the US oil and gas producer, has made a friendly \$1.5bn (US\$942m) bid for Chauvco Resources, a Canadian producer with holdings in western Canada and Argentina. The stock-swap offer represents a 31 per cent premium on Chauvco's closing share price on Wednesday. Pioneer will also assume \$220m in debt. Chauvco's holdings in Gabon and its 20 per cent stake in the proposed \$3.6bn trans-American Pipeline were not included in the deal.

Chauvco's largest shareholders have supported the transaction and Pioneer said it had locked up about 48 per cent of the Canadian producer's stock. Chauvco earned \$19m on revenue of \$1.23m during the first half of this year. The company produces about 118m cu ft a day of natural gas and 19,600 barrels a day of oil and liquids, and ranked as the 35th largest Canadian producer in 1996. Pioneer evolved from natural gas producer Mesa, founded by legendary corporate raider T. Boone Pickens. The takeover would give Pioneer additional reserves of about 160m barrels of oil equivalent, making the firm one of the largest independent producers in the US. Pioneer has proven reserves of 494m barrels of oil equivalent.

Scott Morrison, Vancouver

COLOMBIA

Invercredito bought for \$93m

Spanish-based Banco Santander yesterday bought the Colombian commercial loans company, Invercredito, for \$93m yesterday. The purchase continues a recent spate of acquisitions by foreign and domestic banking groups to consolidate operations and increase their client base in a market which is increasingly dominated by a quest for size.

According to figures released by the Colombian Banking Superintendency, Invercredito had assets of \$10m at the end of June. The Spanish bank plans to merge with Invercredito, making it one of the biggest financial groups in the country. The acquisition follows Banco Santander's purchase of 55 per cent of Bancocaja for \$142m in July.

Adam Thomson, Bogotá

SOFTWARE

Dassault Systèmes plans offering

Dassault Systèmes, the French software developer, said yesterday it planned a secondary offering of about 3.1m shares, with pricing expected to be set later this month. It said half of the shares would be offered in the US and Canada, with the balance sold outside North America. About half the shares are being offered by computer group IBM, with the rest coming from former shareholders of SolidWorks, which was merged into the company in July. The company also announced that its board of directors had approved a two-for-one stock split, which will take effect on October 14. Morgan Stanley Dean Witter and J.P. Morgan are acting as joint global co-ordinators of the offering. Société Générale is acting as co-global co-ordinator.

AP-DJ, Suresnes

VENEZUELA

IPO by Soros real estate group

Fondos Valores Inmobiliarios (FVI), the Venezuelan real estate company controlled by financier George Soros, will launch an initial public offering in September or October, market sources said. The issue, which could be worth as much as \$120m and will include American Depositary Receipts on the New York stock exchange, is managed globally by ING Barings.

Part of the FVI strategy leading up to the IPO, analysts say, has been a management float of part of their stock in order to increase their name recognition. FVI has experienced enormous growth in recent months, buying and renting office buildings and real estate particularly in the capital Caracas. The company recently won one of its most important deals in a 15-year rental contract with the oil company Shell.

FVI is said to be emulating a similar growth strategy to that of its counterpart in Argentina, Irsa, which rents rather than sells on buildings and later invests in land acquisitions for agricultural purposes. "It's a cash machine," said one analyst.

Mr Soros owns 55 per cent of FVI, directly as well as through the Irsa and his Quantum investment fund. FVI is the fourth largest stock traded on the Caracas stock exchange. It was recently included in the Caracas stock exchange index (IBC), which is now composed of 15 shares.

Raymond Colitt, Caracas

NationsBank deal echoes Wells

A week digested the news of NationsBank's enormous \$15.5bn acquisition of Barnett Banks, attention turned to the last time a bank smashed the record for an acquisition with a deal predicated on sweeping cost cuts.

The parallels with Wells Fargo's hostile takeover of rival California bank First Interstate early last year, for \$12.3bn, seem close.

Like NationsBank, Wells faced competition from other bidders which served to push up the price. The two banks' branch networks in California overlapped closely. Like the Florida offices of NationsBank and Barnett, offering the chance to close many of them while still leaving all customers with a convenient branch.

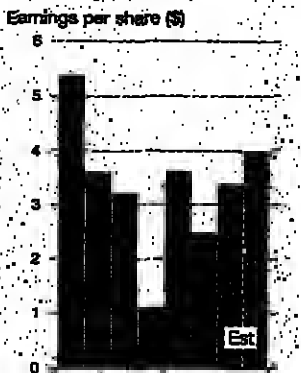
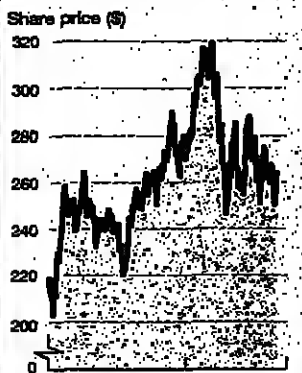
Wells was the most profitable bank in the world at the time it launched its bid, and arguably the most admired. It was in the lead over other banks in introducing new technology, allowing customers to bank on-line, and steadily replacing traditional branches with unstaffed convenient outlets in supermarkets. And its acquisition of the troubled Crocker National bank from Midland of the UK in 1986 had successfully cut costs.

On the face of it, Wells' experience since the First Interstate acquisition does not augur well for NationsBank. The market exacted a heavy retribution this year, in response to a steady trickle of news that the

Wells Fargo



Paul Hazen, chairman and chief executive



merger has not gone as well as planned. While bank stocks have enjoyed a strong rally, Wells' share price has dropped, from a high of \$320 to a low of \$245. During this period, Wells has twice disappointed Wall Street with quarterly earnings, and needed to publish a warning before its second quarter results.

The first sign of trouble came with Wells' first quarter results. While expense reductions were on target, already half way to the aim of an \$800m reduction in annual expenses, Paul Hazen, chairman, admitted: "Due to run-off in our loan and deposit portfolios we are not where we would like to be with respect to revenue."

In other words, the new company had not retained as many First Interstate customers as hoped.

The really bad news came in July. The problem now

was that integrating the two banks was proving more expensive than expected. Operating losses of \$180m for the quarter were reported, thanks to "one-time, unexpected expenses resulting from the resolution of various operational and back-office issues related to the First Interstate integration, including clearing accounts with other banks."

These problems had led to bad publicity, and complaints from customers, while rival smaller banks launched advertising campaigns attacking Wells and proclaiming their more personalised service as an advantage. Job cuts, with the combined workforce reduced by 23.5 per cent, have added to the bad publicity.

Mr Hazen admitted that in some cases customers' deposits were incorrectly

posted, with cheques not properly added to the right account. Wells credited the affected customers, but often could not track down the money.

"This research has been slow and difficult, and in many cases we have been unable to locate the account to which the deposit was incorrectly posted and recover the money," Mr Hazen said.

But the company remains confident that the merger will eventually deliver benefits for shareholders. It says it still expects to meet its targets for extra revenue and that its customer base is still growing in California, which accounted for all its accounts before the merger. It has lost First Interstate accounts only outside the state, where it had no franchise before.

Analysts are divided over the future for the stock.



GLOBAL EMERGING MARKETS: LONDON '97

The Mining Investment Summit

ROYAL LANCASTER HOTEL
HYDE PARK
LONDON SEPTEMBER 15-16, 1997

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Hear from the political strategists and worldwide organizations... how they minimize risk successfully and ensure support by international development agencies in the mining project.

A FEW OF THE PRESENTATIONS

The Rise of Pension Funds will Change the Global Economy in the 21st Century

David Hale
Chief Economist
Zurich Kemper Investments Inc.

Finding Value for Shareholders in Global Growth

Dr. John M. Morganti
Vice President - Gold
Tech Corporation Ltd.

European Stability: EMU Impact on Foreign Markets

Bernad Fischer
Chief of Protocol, Head of Foreign Relations
City of Berlin

Value Investing at Market Lows

Alan R. Hill
Executive V.P., Corporate Development
Barrick Gold Corporation

Equity Finance in Today's Market - Where are the Alternatives?

John Barker
Vice President, Global Mining
RBC Dominion Securities

Ministries from Visiting Countries

Argentina - Liberia - Mexico - Nigeria
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Televisa ends power struggle

By Leslie Crawford in Mexico City

The heirs and controlling shareholders of Mexico's Televisa media empire have settled a bitter power struggle unleashed by the death in April of Emilio Azcárraga Milmo, chairman and chief executive.

Emilio Azcárraga Jean, the late chairman's 29-year-old son, has consolidated his position as Televisa chief executive and controlling shareholder by acquiring equity stakes held by non-family members.

The company announced that Grupo Televisión, the controlling shareholder of Televisa, had raised \$400m to buy out the shares owned by Paula Cussí, the third wife of the late chairman, and the Cañedo White family, who each held 10 per cent of Televisión.

The terms of the buyout were not disclosed, but Televisa said the deal had allowed Mr Azcárraga Jean to increase his shareholding in Televisión to 52 per cent.

Company reports show that at the end of 1996, Televisión owned 59.7 per cent of Televisa's voting stock and 38 per cent of the aggregate equity of the

\$1.5bn media conglomerate.

The stakes of other shareholders in Televisión remain unchanged. Alejandro Burillo Azcárraga, Mr Azcárraga Jean's cousin, holds 14 per cent of Televisión; the Alemán family owns 14 per cent, while other members of the Azcárraga family own the remaining 20 per cent.

Analysts said the announcement would have little bearing upon Televisa's finances, but that it helped clarify who was in charge of the company.

A power struggle between Mr Burillo and the Cañedo Whites following Mr Azcárraga Milmo's death all but paralysed the day-to-day running of Televisa, and the conflict appears to have been resolved with the departure of the Cañedo Whites.

Tim Baker, associate director at SBC Warburg in Mexico City, said the challenge for Televisa now was to appoint a professional chief financial officer capable of turning around the ailing media giant. The position has been vacant since Guillermo Cañedo White left the company.

The company has pledged to return the business to profitability.

The Financial Times plans to publish a Survey on

Bermuda

on Monday, November 3

For further information, please contact:

Maria McCoy
Tel: +44 171 873 4358

Fax: +44 171 873 3204

Penny Scott
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FT Surveys

Advance Bank Australia Limited

US\$150,000,000
Floating Rate Notes 2006

The notes will bear interest at 6.46875% per annum for the interest period from 5 September 1997 to 5 December 1997. Interest payable value 5 December 1997 will amount to US\$163.52 per US\$100,000 note.

Agent: Morgan Guaranty Trust Company

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ARTAL GROUP S.A.
Société anonyme
Registered office: 39, Boulevard Royal, L-2449 Luxembourg
R.C. Luxembourg B 44.470

NOTICE

is hereby given to the holders of shares in Artal Group S.A. (the "Company") that a general meeting of shareholders of the Company will be held at Banque de Luxembourg S.A., Boulevard Royal 14, in Luxembourg on September 25, 1997 at 10:00 a.m.

Such meeting will be held jointly with a general meeting of the shareholders of Artal Luxembourg S.A. with a view to receiving a presentation from Artal Luxembourg S.A. on a proposed offer (the "Joint Repurchase Program") to be made jointly to the shareholders of the Company and to the shareholders of Artal Luxembourg S.A. to sell, respectively, all or part of their shares in the Company (the "Shares") and all or part of their bonds in Artal Luxembourg S.A. (the "Bonds") to Artal Luxembourg S.A. The shareholders of the Company and the shareholders of Artal Luxembourg S.A. who are interested in offering their Shares under the Joint Repurchase Program will be invited to deposit such Shares and Bonds with Banque de Luxembourg S.A. at the address mentioned above, during the period between September 25, 1997 and October 8, 1997 at 5:00 p.m. The final settlement under the Joint Repurchase Program is expected to occur on October 10, 1997.

A notice describing the terms and conditions of the Joint Repurchase Program will be available for consultation by the shareholders of the Company and the shareholders of Artal Luxembourg S.A. at Banque de Luxembourg S.A. at the address mentioned above, as from September 22, 1997.

The decision to be taken by the shareholders of the Company to offer for sale all or part of their Shares under the Joint Repurchase Program is to be taken individually by each shareholder and, as a result, there is no quorum or majority requirement for, nor will there be any vote required from, the general meeting of shareholders of the Company.

On behalf of the Board of Directors

مركز التمويل

COMPANIES AND FINANCE: UK

Shares fall as decline in sales growth reflects absence of windfalls from building societies

Dixons warns of trading slowdown

By Peggy Hollinger

Dixons shares lost some of their recent sparkle yesterday, falling 14 1/2p to 551 1/2p. The company's latest annual report revealed a sharp slowdown in current trading.

John Clare, chief executive, said sales growth had slowed from 17 per cent during the first nine weeks to 11 per cent for the first 17 weeks.

because of the absence in July and August of the windfall benefits from building society conversions into banks, rather than a fundamental slowdown in high street trading, he said.

Consumer confidence is running fairly high and there is still a lot of windfall benefits to come through, he said. The current 11 per cent increase was "more indicative of the underlying trend in the business."

Nevertheless, the market was disappointed by his comments. Although analysts had forecast some slowdown, this was sharper than expected. "We had been looking for comparable sales growth of about 15 per cent," said one.

The surprise is that the windfall benefits should seem to have been so transient, said another. Some analysts edged back full-year profit forecasts from about £240m to £235m.

Mr Clare's comments also helped to knock almost 2 per cent off Kingfisher's shares, which closed 13 1/2p down at 751 1/2p, reflecting fears that a high street boom fuelled by windfall benefits was beginning to peter out.

Dixons was the first retailer to offer evidence that the windfalls were being spent on the high street when it announced its 17 per cent sales advance at the beginning of July. Since then, its shares have risen more than 40 per cent.

Sema looks for US growth

By Christopher Price

A big push into the US computer services market was promised by Sema yesterday, after the Anglo-French group restructured its shareholder register to meet US regulations.

Sema had been restricted in its US activities because of the involvement of Paris-based French bank, as a shareholder.

His remarks came as Sema reported pre-tax profits up by a third to £28.2m (£42.7m) against £19.8m in the six months to June 30. Sales rose 31 per cent from £426.9m to £559.9m.

The interim dividend rises 22 per cent to 2.5p (2.3p). The shares slipped 5p to £13.95.

Mr Bonelli suggested a share split was being considered.

Chief executive, adding that Sema would target computer groups serving the telecommunications market. He expected the US to account for more than 10 per cent of turnover by 2001.

French turnover rose strongly, from £99.1m to £149.8m, lifted by the acquisition of Tels last December.

Mr Bonelli said the strongest demand for the group's services was in telecoms, finance, transport and the public sector.

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RESULTS

Company	Turnover (£m)	Pre-tax profit (£m)	Current dividend (£)	Date of payment	Dividends corresponding dividend	Total for year	Total for year
Alcatel	14.4	(6.5)	0.8	(0.4)	8.31	(0.5)	1.5
Alcatel	6 mths to June 30	72.7	(65.2)	7.04	(3.474)	3.51	0.84
Amec	6 mths to June 30	1,294	(1,517)	40.29	(712.1)	11	1.5
Amec	6 mths to June 30	9.8	(6.9)	2.059	(7.089)	56.751	3
Amec	6 mths to June 30	31.9	(16.8)	6.494	(2.51)	1.86	2.7
Amec	6 mths to June 30	107.8	(61.9)	7.23	(4.21)	12.48	3.75
Amec	6 mths to June 30	185	(155)	22.529	(14.73)	18.5	2.3
Amec	6 mths to June 30	38.3	(36.8)	1.37	(1.25)	8.4	2.2
Amec	6 mths to June 30	28.3	(26.6)	2.97	(2.71)	19.3	4.3
Amec	6 mths to June 30	128.3	(124)	0.504	(0.442)	2.06	0.4
Amec	6 mths to June 30	117.9	(105.2)	8.91	(7.49)	(-)	-
Amec	6 mths to June 30	4.1	(4.2)	0.812	(0.53)	11.243	1.1
Amec	6 mths to June 30	21.9	(21.6)	1.23	(0.97)	0.81	0.2
Amec	6 mths to June 30	24.2	(18.4)	1.6	(1.21)	3.4	2.2
Amec	6 mths to June 30	17.8	(14.2)	6.374	(3.02)	3.3	1.6
Amec	6 mths to June 30	1,511	(1,551)	58.99	(43.74)	5.8	2.2
Amec	6 mths to June 30	8.05	(7.95)	1.354	(1.2)	5.98	4.5
Amec	6 mths to June 30	502	(493)	34.7	(33.4)	18.2	3.3
Amec	6 mths to June 30	3.05	(4)	0.498	(0.125)	1.8	0.4
Amec	6 mths to June 30	61.84	(64.0)	1.18	(2.58)	2.03	3.1
Amec	6 mths to June 30	34.6	(35.1)	38.99	(43.74)	5.8	2.2
Amec	6 mths to June 30	4.46	(4.26)	2.57	(1.5)	14.6	1.5
Amec	6 mths to June 30	3.95	(2.88)	0.113	(0.082)	6.54	0.9
Amec	6 mths to June 30	64.4	(53.7)	4.05	(5.14)	3.551	0.7
Amec	6 mths to June 30	2.08	(1.84)	0.911	(1.08)	2.3	2.3
Amec	6 mths to June 30	112	(114)	1,054	(4.18)	1.3	2.3
Amec	6 mths to June 30	117.9	(115.7)	15.37	(21.914)	12.6	0.75
Amec	6 mths to June 30	580	(422)	28.21	(19.75)	10.031	2.8
Amec	6 mths to June 30	240	(292)	21.01	(16.22)	5.04	1.6
Amec	6 mths to June 30	371	(370)	1.93	(3.551)	39.8	7.3
Amec	6 mths to June 30	37.7	(27.5)	2.58	(1.53)	2.23	0.45
Amec	6 mths to June 30	18.6	(20.6)	0.934	(1.3)	1.375	0.75
Amec	6 mths to June 30	20	(18.3)	1.46	(1.31)	7.21	5.4
Amec	6 mths to June 30	43.7	(26.6)	5.09	(1.989)	2.81	0.8
Amec	6 mths to June 30	58.1	(55.6)	2.904	(7.654)	10.31	1.0
Amec	6 mths to June 30	139	(100)	17.57	(13.1)	43.31	3.8
Amec	6 mths to June 30	11.3	(11.4)	0.773	(1.16)	4.7	2.65

Investment Trusts	NAV	Attributable earnings (£m)	EPS (£)	Current dividend (£)	Date of payment	Corresponding dividend	Total for year	Total for year
Amec	107.3	(106.45)	0.143	(-)	0.33	(-)	1.6	0.8
Amec	149.1	(142.2)	0.367	(-)	1.33	(-)	1.6	1.6
Amec	227.2	(-)	31.139	(-)	60.61	(-)	1.75	7.68
Amec	336.2	(220.9)	0.017	(0.034)	0.02	(0.05)	-	-
Amec	50.47	(51.07)	0.4	(0.35)	0.511	(0.07)	0.35	0.3
Amec	87.8	(73.6)	0.271	(0.288)	0.7	(0.8)	4.1	0.45
Amec	(-)	(-)	(-)	(-)	4.2	(-)	4.1	1.65

Earnings shown basic. Dividends shown net. Figures in brackets are for corresponding period. After exceptional charge. After exceptional credit. 10n increased capital. 4Am stock. 54th currency. 6Companies restated. 7Foreign income dividend. 8Net operating income. 9At January 31 1997. 10Third interim. 11US currency.

Hillsdown sells last red meat businesses

By John Willman, Consumer Industries Editor

Hillsdown Holdings is to sell its remaining red meat businesses following a year-long strategy review by George Greener, the chief executive who joined the diversified food group in July 1996.

Mr Greener said that the sale of subsidiaries such as the Teocutur frozen meats subsidiary and Fairfax Meadow, a meat supplier, was quite well advanced.

Chilled foods performed particularly strongly, with 17 per cent sales growth and 34 per cent profit growth in the UK, where Hillsdown is number four in the business.

Other non-core businesses are being put on the market, and Hillsdown expects to write off £30m (£48.9m) in the year-end results to cover their sale. These activities include Firststar, the packaging division, and Formwood,

which manufactures suspended ceilings.

The announcement came yesterday as Hillsdown published interim results which showed a near 8 per cent rise in pre-tax profits to £55.3m (£51.3m) for the six months to June 30.

Turnover was flat at £1.5bn, largely because of the impact of the strong pound. Turnover would have been 4.5 per cent higher at £1.6bn at 1996 exchange rates, according to Ray Mackie, finance director.

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Signet rebounds and cuts debt

By Christopher Price

Signet, the restructured jeweller, yesterday reported a 30 per cent fall in debt and a return to the black in the half year to August 2.

The group, formerly known as Ratners, made pre-tax profits of £1.9m (£3.1m), compared with previous losses of £5m. Sales edged ahead to £371.2m (£369.6m).

James McAdam, chairman, said the decline in group debt from £300m to £214m and improving balance sheet were firm evidence of recovery. Further reductions were planned by the year-end.

Operating profits from the US rose 16 per cent to £10m, although the rise would have been 25 per cent at constant exchange rates. Sales at real exchange rates were flat at £235m.

Senior is on the acquisition trail

By Chris Gresser

Senior Engineering, the specialist tubing manufacturer, is actively pursuing a number of acquisitions, largely outside the UK.

Andrew Parrish, the new chief executive, said: "There are several projects floating around with a typical value of £10m to £20m." But he added that the top of the range could be about £100m (£162m), and said he would be disappointed if the company had not clinched a

number of deals in the next year.

Most of these are likely to be in its largest division, Flexonics, which supplies to the automotive and aerospace industries.

The news came as Senior reported a 30 per cent jump in interim pre-tax profits to £21m. Stripping out an insurance-related exceptional income of £1.5m, operating profits rose 16 per cent to £19.7m on turnover from continuing operations of £258.5m (£251.5m).

Operating margins rose from 7.3 to 6.4 per cent. The figures, the first since the company disposed of its troublesome thermal engineering business, were well received in the City.

The shares rose 5p to an all-time high of 158 1/2p. Operating profits in Flexonics rose 35 per cent to £17.7m, on turnover of £162m (£150m).

Mr Parrish said that although there was not much growth in worldwide car volumes, only half the market had incorporated

catalytic converter systems, which Senior Engineering's products fed into.

Some 25 per cent (18 per cent) of Flexonics' sales came from aerospace.

However, the engineered products and services division, which includes precision tubing and air systems, took some shine off the figures.

Operating profits almost halved to £2m on turnover of £73.1m (£83.1m). The business was held back by the depressed German market and bad weather.

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218, Regent Street, London W1A 3AF, UK

September 2, 1997

SIX MONTHS OF IMPROVING PERFORMANCE

AMEC, the international engineering, construction and development group, reports on the first half of 1997

- 33 per cent increase in profit before exceptional items
- Undiluted earnings per share, before exceptional items 2.7p (1996 1.6p)
- 12 per cent increase in interim dividend
- Major improvement in housing performance
- Rationalisation of German business continues

Sydney Gillibrand CBE, group chairman, commented:

"Our decision to increase the interim dividend by 12 per cent to 1.15 pence per share demonstrates our satisfaction with progress made to date and our confidence in the prospects for the future. Against the background of an improving United Kingdom market, we believe that the outlook for 1997 should not disappoint. However, much remains to be done and we are working hard in all areas, particularly where there is under performance, such as Germany."

AMEC p.l.c., Sandway House, Hartford, Northwich, Cheshire CW9 5YA, Tel: (01806) 863885 and 1 Golden Lane, London EC1Y 0RR, Tel: (0171) 574 3899. Further information on the group can be found on www.amec.co.uk

Turnover	1,283.9	1,317.2	-3%
Operating profit			
Continuing operations	17.7	12.0	+48%
Discontinued operations	-	4.4	-
	17.7	16.4	
Profit before exceptional items and taxation	16.0	12.1	+32%
Profit before taxation	40.2	12.1	
Profit available for distribution	28.2	9.1	
Undiluted earnings per ordinary share:			
Before exceptional items	2.7p	1.6p	+69%
After exceptional items	11.0p	1.6p	
Dividend per ordinary share	1.75p	1.5p	+17%

The interim dividend of 1.15p per share will be paid on 2 January 1998 to ordinary shareholders on the register on 31 October 1997.

INTERNATIONAL CAPITAL MARKETS

Domestic buying lifts bonos

GOVERNMENT BONDS

By Vincent Boland
in London and John Labate
in New York

The spread of SPANISH BONOS over German bonds fell to a new low in active domestic-driven trading yesterday, the highlight of an otherwise quiet day on European bond markets. A flat opening to trading in the US kept sentiment subdued.

Analysts said the sharp narrowing of the bono/bund spread - it fell to 50 basis points before widening slightly, having stood at 138 points six months ago - reflected Spain's strong economic fundamentals, but they doubted whether it would make a sustained break below 50 points.

Italy's BTPs also firmed, on optimism about inflation and the outcome of

the spread was "more likely to head back to 60 than to go through 50." He added that international interest in Spanish bonds had fallen in the past year and that much of the current buoyancy was led by domestic buyers.

In later trading the spread widened two ticks to 53 points. "Spain will continue to have a premium because of liquidity factors and the slight risk of Emu derailment," said Antonio Villarroya, economist at Merrill Lynch in Madrid. But he said Spain was certain to join Emu and meet the 3 per cent budget deficit target.

The September bono contract settled in London at 117.76, up 0.29, after trading as high as 117.84.

Italy's BTPs also firmed, on optimism about inflation and the outcome of

welfare and pension reform talks, and reports of strong US buying. The December future settled at 109.26, up 0.27.

Some of the upward swing in high-yielders reflects switching out of GERMAN BONDS into bonos on concerns about the Bundesbank's interest rate policy and German economic growth. Bunds underperformed again despite more reassuring comments from Bundesbank officials on interest rates.

New manufacturing orders rose 1 per cent in July month-on-month, which was viewed as a relief after the earlier surge in industrial production. USBS said the data supported its view that the Bundesbank should not raise interest rates this year.

The September future settled at 102.37, up 0.07, and

the December future settled at 101.47, up 0.06, both in narrow ranges.

UK GILT/ST traded cautiously in thin volumes, continuing a recent pattern. The December contract settled at 114.35, up just 0.05. The CBI's business confidence survey for August, a less than perfect indicator of sales trends, was weaker than expected. The market saw this as further evidence that the impact of windfall gains was easing, which would be good news on the interest rate front.

US TREASURIES held firm on the release of new economic data on July factory orders that suggested the economy will continue to experience robust growth.

By midday the benchmark 30-year Treasury bond was unchanged at 97.45, yielding 6.596 per cent. The 10-year

note was also unchanged at 98.45, yielding 6.317 per cent.

Factory orders for July increased by 0.2 per cent, while the figure for June orders was revised upward from 1.2 per cent to 1.7 per cent. "The data confirm that business spending on plant and equipment will remain strong during the third quarter," said Elliott Platt, director of economic research at Donaldson, Lufkin & Jenrette.

Factory orders are an indicator of future manufacturing activity for three to six months out. Jobless claims for the final week in August rose by 2,000 to 286,000, on target with market expectations. Analysts await the release today of the monthly unemployment rate for August, which some expect to hold at the current 4.8 per cent.

Looking for a break in the JGB bull run

The second straight day of declines yesterday for Japanese government bonds followed last week's milestone, when the yield on the 10-year benchmark No 182 JGB traded down to its lowest ever level of 1.985 per cent.

Ahead of the October 1 publication of the Bank of Japan's quarterly "tankan" survey of business confidence - regarded as a crucial monetary policy determinant and a central influence on the bond market - many investors are already wondering whether the JGB market's record-breaking bull run has run out of steam.

Contrary to predictions by international fund managers earlier this year that JGBs would be the "sale of the century" in 1997 in yield terms, the market has stubbornly mirrored the tone of the US market and prices have risen.

The mood in Tokyo has been of irrational pessimism, the inference being that performance of the equity market since early August and a stream of poor economic data. Correspondingly, the yield on the benchmark JGB fell from 2.7 per cent to less than 2 per cent in the 12 weeks to Friday.

Following last week's record, however, JGB prices fell and yields rose yesterday on selling prompted by stronger than expected household spending data, which showed an annual increase of 3.2 per cent in July. The benchmark 10-year bond fell 0.36 to 106.67 and the yield rose 3.5 basis points to 2.035 per cent.

Jane Berrymann, fixed income analyst at Thomson Technical Data in Tokyo, said other factors included carry-over from Wednesday's decline; a weak close for US

Treasuries overnight; and a bearish turn on technicals. The spending increase, however, "dramatically curtailed the fundamental backdrop for the market," she said. "Market consensus was for a 1.1 per cent decrease. Instead we got a 3.2 per cent annual increase."

Japanese government bonds were weaker yesterday after the release of strong household consumption figures. The yield on the benchmark 10-year bond rose in Tokyo and was unchanged in fairly quiet trading in London. Analysts said any data threatening the view that the economy was experiencing a severe slowdown would weaken bond prices.

Most economists see the data as an aberration, given continuing weakness in vehicle sales, manufacturers' inventories and retail sales. They note that the spending increase was largely due to poor figures in the same period last year, when spending on food items plunged due to an E-coli food poisoning outbreak.

This year's figures also showed a jump in power consumption due to unusually hot summer weather. "The increase is not concentrated in consumer goods, which would have more serious ramifications for monetary policy," Ms Berrymann added.

The JGB market faces other short-term bear factors, including the approach of the interim book-closing period at the end of September, which is prompting large domestic investors to sell off securities holdings to shore up profits for their accounts. Leading commercial banks, for example, led the JGB sell-off on Wednesday.

However, Japanese equities have also suffered from cross-trading by domestic corporate investors, and further declines in the stock market are bound to benefit JGBs, say analysts.

The question is whether JGBs have entered a temporary correction phase, or whether the trend is more substantial. The answer has much to do with the Bank of Japan's current thinking on interest rates, now at a historic low of 0.5 per cent.

Several rounds of rumours this year of impending rate increases have hit JGBs. William Campbell, fixed income analyst at J.P. Morgan in Tokyo, believes the BoJ has to maintain monetary policy at current levels, given the continuing weak fundamentals and the drive toward fiscal rectitude.

That leaves the JGB curve as one of the steepest in the G7, probably the steepest of all if EMU distortions are removed. "Nominal JGB yields are paltry by any measure. But given the environment of declining prices, increasingly poor sentiment and anchored short rates - and given the lack of credible investment alternatives - the comfort of holding JGBs begins to look tempting," he said.

The market may draw additional support from the recent turmoil in Asian markets and regional currency crises. The turmoil does not bode well for Japan's manufacturers, as the region absorbs roughly 40 per cent of exports.

In summary, said Mr Campbell, "Although the JGB market will indeed, someday, be the sale of the century, for now it's clearly a case of 'caveat venditor' - seller beware."

Gwen Robinson

KfW launches DM3bn floater

INTERNATIONAL BONDS

By Edward Luce

KfW, the German industrial development bank, yesterday issued its largest ever floating-rate D-Mark bond. The DM3bn deal, also the largest D-Mark floater offered by any entity barring the German government, was priced to yield 12.5 basis points below three-month Libor at re-offer.

Deutsche Morgan Grenfell, joint book-runner with Lehman Brothers, said the paper was trading at flat to reoffer last night. About two-thirds had gone to non-German investors, with European banks and central banks and European money market investors taking the lion's share, it said.

Officials added that KfW's decision to opt for floating-rate rather than fixed-rate reflected the preference of the overwhelming majority of European investors.

"The mood in the markets is still uncertain," said a banker in Frankfurt. "Nobody really knows what German interest rates over the next few months." He said KfW had drawn strength from the fact that it was awarded a zero risk-weighting by the German government earlier this year. This was the bank's first offering since that announcement.

Elsewhere, the WORLD BANK joined the bandwagon, according to an official at ING Barings, the deal's sole book-runner. With a coupon of 13.75 per cent - higher than coupons

New international bond issues

Borrower	Amount	Coupon	Price	Maturity	Yield	Spread	Book-runner
US DOLLARS							
SMST 97-3, Class A1(a)(1)	1,450,000	(8.2)	(82)	Jul 2002	2.25	+800bp	JP Morgan Securities
SMST 97-3, Class A2(a)(1)	1,025,000	(8.4)	(84)	Oct 2002	2.75	+840bp	JP Morgan Securities
SMST 97-3, Class A3(a)(1)	1,025,000	(8.6)	(86)	Oct 2004	3.00	+860bp	JP Morgan Securities
Merrill Lynch Funding Corp	300	(6.1)	(61)	Jul 2002	0.20	-	Merrill Lynch International
AG Corp	300	(6.1)	(61)	Oct 2002	0.20	-	Goldman Sachs Intl
EURO							
D-MARK	300	(8)	(8)	Sep 2002	0.25	-	HSBC Markets
STERLING	300	(10)	(10)	Sep 2002	0.25	-	HSBC Markets
ITALIAN LIRE	300	(10)	(10)	Sep 2002	0.25	-	HSBC Markets
World Bank	250bn	(5.1)	(51)	Jan 2007	0.325R	-	Cabot/Camp/Daubs
PESEBET	10bn	5.80	100.00	Oct 2001	0.10	-	Banco Bilbao Vizcaya
CZECH KORUNA	1bn	13.75	100.00	Sep 1998	0.10	-	WBC Bank

Final terms, non-callable unless stated. Yield based on four relevant government bonds at launch supplied by lead manager. ^a Floating-rate note. ^b Fixed-rate coupon. ^c Fixed-rate coupon. ^d Fixed-rate coupon. ^e Fixed-rate coupon. ^f Fixed-rate coupon. ^g Fixed-rate coupon. ^h Fixed-rate coupon. ⁱ Fixed-rate coupon. ^j Fixed-rate coupon. ^k Fixed-rate coupon. ^l Fixed-rate coupon. ^m Fixed-rate coupon. ⁿ Fixed-rate coupon. ^o Fixed-rate coupon. ^p Fixed-rate coupon. ^q Fixed-rate coupon. ^r Fixed-rate coupon. ^s Fixed-rate coupon. ^t Fixed-rate coupon. ^u Fixed-rate coupon. ^v Fixed-rate coupon. ^w Fixed-rate coupon. ^x Fixed-rate coupon. ^y Fixed-rate coupon. ^z Fixed-rate coupon. ^{aa} Fixed-rate coupon. ^{ab} Fixed-rate coupon. ^{ac} Fixed-rate coupon. ^{ad} Fixed-rate coupon. ^{ae} Fixed-rate coupon. ^{af} Fixed-rate coupon. ^{ag} Fixed-rate coupon. ^{ah} Fixed-rate coupon. ^{ai} Fixed-rate coupon. ^{aj} Fixed-rate coupon. ^{ak} Fixed-rate coupon. ^{al} Fixed-rate coupon. ^{am} Fixed-rate coupon. ^{an} Fixed-rate 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CURRENCIES AND MONEY

Mahathir about-face boosts ringgit

MARKETS REPORT

By Simon Kuper

The Malaysian ringgit rose nearly 3 per cent in late European trading yesterday, after Mahathir Mohamad, the country's prime minister, changed his approach to the crisis in the currency and Malaysian stocks.

Mr Mahathir said Malaysia would delay large infrastructure projects, and lift a recent ban on the short selling of shares. This delighted the markets, which had scorned Mr Mahathir's earlier attempts to blame the crisis on racist foreigners. Yesterday his finance minister, Anwar Ibrahim, had threatened traders with imprisonment without trial.

Richard Gray, emerging markets analyst at Bank of America in London, said the curb on prestige projects for Malaysia's new capital would cut imports of "gold-plated tape" and other construction goods.

That would help reduce Malaysia's trade and current account deficits, and that would preclude the need to slow the economy in order to reduce imports. Traders also said the end to the ban on short selling would raise confidence in Malaysia's intention to run an open market economy.

Mr Mahathir's comments had followed another disastrous Asian session for the ringgit and Malaysian shares. The currency had hit an all-time low of M\$3.0425 to the dollar, while the stock market at one point had lost 10 per cent of its value. But after his announcement, the ringgit immediately rallied to M\$2.97 against the dollar.

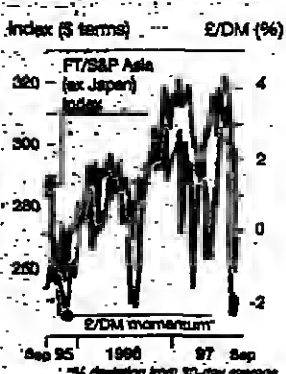
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Carlos Daurignac, emerging markets analyst at Credit Agricole Indosuez in London, forecast a rebound in the Kuala Lumpur stock market today. "What we are seeing right now is investors cancelling sell orders on their stocks," he said. "It seems the government got the message that fixing the economy was the priority."

The Singapore dollar rose against the US dollar on the new mood in Malaysia.

Mr Gray said that even without Mr Mahathir's comments, Asian currencies had been due a rebound. "Before he spoke, we'd put out a message saying the south east Asian currency panic was over. I mean, the ringgit's fallen from M\$2.50 to M\$3. This summer," he pointed to strength in Philippine and Indonesian equities yesterday, which bucked the fall in Kuala Lumpur and suggested that investors were picking stocks at the bottom of the market.

A tale of two bubbles



The dollar slipped YoY against the yen to close in London at ¥120.9, after new talk of trade tensions between the US and Japan. Against the D-Mark the dollar was unchanged.

Overnight data showed that Japan's trade surplus leapt in the first 20 days of August, while Washington has threatened to impose heavy tariffs on Japanese

ships entering the US unless Japan eases restrictions in its ports.

Michael Rosenberg, head of global fixed-income research at Merrill in New York, denies that the US is concerned about Japan's trade surplus in itself. He says that what Washington wants is for Japan to open its markets in exchange, it will tolerate a weak yen. But if Japan will not lift regulations, he says, the US might use the dollar as a trade tool.

Mr Rosenberg, though a dollar bull, has found another short-term threat to the US currency. Merrill's quarterly survey of global investors shows that 75 per

cent of them hold more dollars than their own guidelines suggest they should. Mr Rosenberg admits that the dollar may stall for a couple of months before advancing again. "It can't continue to gain ground when everyone's already overweight it," he says. Merrill surveyed 102 large fund managers, and found that in each region most held too many dollars. Three-quarters of the 34 Japanese managers surveyed, for instance, did.

The chart on the left, from Robin Aspinall at National Australia Bank, shows a surprising correlation: when Asian equities fell, the pound drops against the D-Mark. This may bear out the theory of Avinash Persaud at J.P. Morgan. He says that investors move between being risk averse and hungry for risk. When they are risk averse, they sell high yielding assets such as sterling and Asian stocks.

POUND SPOT FORWARD AGAINST THE POUND

Month	Open	Sett	Change	High	Low	Est. vol	Open Int.
Sep 4	96.56	96.57	+0.01	96.57	96.56	4,520	54,520
Dec	96.37	96.39	+0.02	96.39	96.38	5,623	36,105
Mar	96.22	96.23	+0.01	96.23	96.21	326	29,307

DOLLAR SPOT FORWARD AGAINST THE DOLLAR

Month	Open	Sett	Change	High	Low	Est. vol	Open Int.
Sep 4	96.56	96.57	+0.01	96.57	96.56	4,520	54,520
Dec	96.37	96.39	+0.02	96.39	96.38	5,623	36,105
Mar	96.22	96.23	+0.01	96.23	96.21	326	29,307

CROSS RATES AND DERIVATIVES

Month	Open	Sett	Change	High	Low	Est. vol	Open Int.
Sep 4	96.56	96.57	+0.01	96.57	96.56	4,520	54,520
Dec	96.37	96.39	+0.02	96.39	96.38	5,623	36,105
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UK INTEREST RATES

Month	Open	Sett	Change	High	Low	Est. vol	Open Int.
Sep 4	96.56	96.57	+0.01	96.57	96.56	4,520	54,520
Dec	96.37	96.39	+0.02	96.39	96.38	5,623	36,105
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WORLD INTEREST RATES

Month	Open	Sett	Change	High	Low	Est. vol	Open Int.
Sep 4	96.56	96.57	+0.01	96.57	96.56	4,520	54,520
Dec	96.37	96.39	+0.02	96.39	96.38	5,623	36,105
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EURO CURRENCY RATES

Month	Open	Sett	Change	High	Low	Est. vol	Open Int.
Sep 4	96.56	96.57	+0.01	96.57	96.56	4,520	54,520
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THREE MONTH EURO CURRENCY FUTURES (LFF) DM100 points of 100%

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THREE MONTH EURO CURRENCY FUTURES (LFF) DM100 points of 100%

Month	Open	Sett	Change	High	Low	Est. vol	Open Int.
Sep 4	96.56	96.57	+0.01	96.57	96.56	4,520	54,520
Dec	96.37	96.39	+0.02	96.39	96.38	5,623	36,105
Mar	96.22	96.23	+0.01	96.23	96.21	326	29,307

BASE LENDING RATES

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COMMODITIES AND AGRICULTURE

Zinc volatile after backwardation move

MARKETS REPORT

By Kenneth Gooding and Gary Mead

The London Metal Exchange's zinc market was nervous and volatile yesterday following the LME board's decision on Wednesday to impose a limit on the cost of rolling forward a short position for one day (the daily backwardation).

Speculative selling sent zinc for immediate delivery down by 2.1 per cent to \$1,640 a tonne. Traders said the market was unsettled by a 6,500 tonnes increase in LME zinc stocks, taking them to 387,275 tonnes. Much of the stock went into warehouses in Singapore and traders suggested this was zinc being delivered by Chinese smelters to help cover their short positions.

The Chinese were the targets of the squeeze after they sold short - sold zinc they did not own in the expectation that the price would fall and they could cover their obligations at a lower level. The squeeze remained in evidence yesterday and the premium for zinc for immediate delivery over three-month metal was only slightly reduced, from more than \$180 a tonne early yesterday to \$170.

Jim Lennon, analyst at Macquarie Bank, said the backwardation limit would have little impact in the near term. "However, the limit will provide some relief for the shorts in the market and should prevent tightness from flaring later in the month."

News that Indonesia's main coffee-growing areas have received some rain, ending a long drought, helped depress coffee futures on

Liffe yesterday. The November contract closed \$20 lower at \$1,670 a tonne.

Profit-takers on Liffe decided that the rainfall - in the region where 80 per cent of Indonesia's robusta coffee is produced - might be enough to allay the worst fears expressed in the past two weeks, with some analysts suggesting the next harvest might be as much as 50 per cent lower.

Anglo takes technology to new depths

Anglo American Corporation of South Africa is considering digging the deepest mine ever, at 5,000 metres, or 16,400 feet. One of the many technical challenges it faces is that it will need a rope that will haul people and rocks up and down a shaft at least 4,000 metres (13,120 feet) deep.

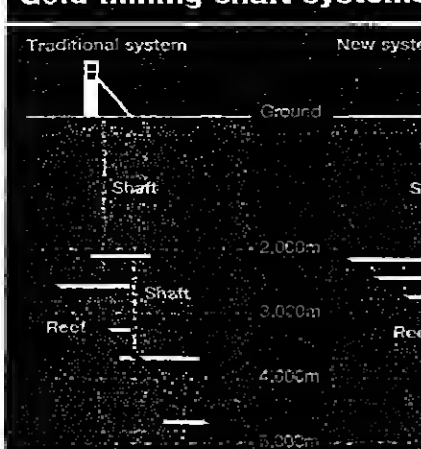
Whatever material a rope is made from, eventually it breaks under its own weight. Anglo's rope will also have to cope with acceleration and braking and sideways movement as it is wound up and down from a headframe above the shaft.

Once the problem of getting up and down the mine is solved, new methods of working safely have to be worked out. Will it be possible to keep the temperature low enough? Rock at that depth is under tremendous pressure and liable to burst without warning. How can people be kept safe?

Anglo, with various partners, is working hard to come up with the answers because it believes there is so much gold deep in South Africa's Witwatersrand basin it cannot be ignored.

The basin is a unique resource, 350km long and 200km wide, with some of the world's biggest gold deposits around its periphery. The Witwatersrand has been mined for more than 100 years and 46,000 tonnes (1.48bn troy ounces) of gold have been dug out of it so far. But it is by no means

Gold mining shaft systems



exhausted. Anglo estimates 20,000 tonnes - enough to meet world demand for five years - remain to be mined. It reckons 1,500 tonnes are in an area known as Western Ultra Deep Levels at depths of 5,000 metres. More importantly, it believes the ore contains at least 10 grams of gold per tonne, nearly double the industry average.

Anglo is spending more than R1bn (\$131m) by 2004 to develop its Western Deep Levels mine, adjacent to the Ultra Deeps, by 670 metres to a record 3,841 metres. Sinking a new shaft to 5,000 metres would not be economic unless new techniques are employed.

It has to develop those techniques itself, because really deep mining takes place only in South Africa. Many of these mines date

from the 1970s and, because of winding and rope constraints, had to have a main shaft and two sub-shafts. The cost was daunting, and would be untenable today.

Ian Cockerill, technical director for Anglo's gold division, says the main problem is the time it takes to construct a three-shaft system. Sinking a 4,000 metre shaft and one sub-shaft would cost 12 to 18 months from construction time and the time before cash begins to flow. "On a R1bn project, that makes for much better returns," he points out.

With present rope construction, 2,800 metres is the maximum economic length. "But we think we can go to 4,000 metres and still carry a reasonable load," he says. Following work with Ceglec, an offshoot of GEC of

the US, and Vecor, a South African company, Anglo has patented a system that monitors and smooths the dynamic loading on the rope during acceleration, braking and sideways movements.

Once underground, Anglo would use a new ground penetrating radar system, developed with South Africa's Council for Scientific and Industrial Research, and called RockRadar. This gives a far richer picture of rock structure than conventional radar and can probe up to 60 metres ahead of the mining face. This system enables bazaroid features ahead of the mine face to be pinpointed on a daily basis.

Anglo has also developed a digital integrated seismic monitoring system designed to predict underground rock bursts (localised earth-

quakes), the biggest single cause of deaths and injuries in deep mines. Mr Cockerill says these incidents play havoc with employee morale and can set back production for months, making heavy inroads into revenue.

The system is able to identify with 90 per cent accuracy areas where tremors are likely to occur within 300 metres. Now research is focused on a so-called "Scram" signal that will give warnings of rock bursts seconds ahead of an incident.

Mr Cockerill says: "We want fewer people at the rock face. So there will be much more automated or semi-automated equipment. We want to see people well back from the face in an air conditioned cell that will save them from harm in the event of seismic events."

Improvements in back filling methods will also make mining at 5,000 metres a practical proposition. This system, which replaces traditional timber support methods, maintains local rock stresses at acceptable levels and reduces the surface area of underground workings so less heat is emitted.

Nevertheless, massive refrigeration will be required. At the deepened Western Deep Levels mine, Anglo will spend R200m - 20 per cent of the capital cost - on 16 Israeli designed, CFC-free ice plants to cut temperatures from 55 degrees centigrade to 27 degrees.

The plants produce ice crystals from brine solutions in a vacuum at well below the freezing point of water. The resulting material, says Mr Cockerill, "looks like a dense candy floss or granulated dry ice". At 4,000 metres below ground 250 litres of ice crystals have the same cooling effect as 1,000 litres of water at 4 degrees.

None of this technology is perfect yet but Mr Cockerill insists: "There is no technological reason why we should not be able to mine at 5,000 metres, even though we will be stretching technology to the limits. The most important question is whether we will be able to mine profitably. If we can get the gold out for less than US\$250 an ounce it will be worthwhile. If it costs more, it won't be viable."

Kenneth Gooding

COMMODITIES NEWS DIGEST

Zimbabwe takes stake in Bindura

The Zimbabwe government is to pay Z\$146m (US\$12.26m), or Z\$8.25 a share, for a 20 per cent stake in Bindura Nickel Corporation, the country's main nickel producer, owned by Anglo American Corp of South Africa. The price, published a year after the deal was announced, represents a 25 per cent premium to the market price of Z\$5.

The move is part of President Robert Mugabe's strategy of "indigenising" the economy by pressing foreign multinationals into selling stakes. The shares will not be retained but made available to black investors, although precisely how and when this will be done is not clear.

Tony Hawkins, Harare

URANIUM

Surplus to reach 20,000 tonnes

The global surplus of mined uranium will be 20,000 tonnes a year by 2001, due to almost complete stagnation in the development of new nuclear projects, and the continued increase of primary and secondary supplies.

A paper to be presented at today's 22nd annual symposium of the Uranium Institute will say world production in 1997 will account for 58 per cent of current requirements, with the rest coming from secondary sources. Thomas Pool, president of International Nuclear Inc, will say secondary supply will ultimately "displace primary supply" and the "outlook for high returns on large investments has become less favourable".

Gary Mead

GOLD MINING

Further reprieve for ERP

Another reprieve has been granted to East Rand Proprietary Mines of South Africa, which employs about 6,300 and operates one of the country's oldest and deepest gold mines. ERP was threatened with closure because of present low US dollar gold prices and production problems. However, the government says it wants the mine to remain open and is willing to reschedule repayment of debts to help. There have also been improvements and the mine and a fall in the value of the rand against the dollar that has helped the industry. A new ERP board takes over next month and ERP said the mine will remain open while it evaluates the business plan and formulates a long term rescue strategy in consultation with the government and unions.

Kenneth Gooding

DERIVATIVES

Simex extends Taiwan futures

The Singapore International Monetary Exchange has obtained approval to market Simex MSCI Taiwan Index futures to US and Taiwan-based investors from September 1. Simex said the US Commodity Futures Trading Commission (CFTC) authorised the marketing of the futures to US-based investors and traders. The Taiwan Securities and Futures Commission (SFC) has also granted approval for the contracts to be marketed to Taiwanese-based users, it said. The MSCI Taiwan index was launched on January 9, 1997.

Reuters, Singapore

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Amalgamated Metal Trading)

ALUMINIUM, 99.7 Purity (\$ per tonne)

Close 1567-68 1612-13

Previous 1567-68 1605-98

High/Low 1620/1606

AM Official 1591-82 1607-98

Kerb close 1619-20

Open int. 264,404

Total daily turnover 64,257

ALUMINIUM ALLOY (\$ per tonne)

Close 1425-30 1453-55

Previous 1419-25 1440-50

High/Low 1455/1450

AM Official 1415-25 1445-58

Kerb close 1415-25 1445-58

Open int. 5,148

Total daily turnover 2,131

LEAD (\$ per tonne)

Close 630-31 644-46

Previous 631.5-2.5 646-7

High/Low 652/643

AM Official 631-2 645-6

Kerb close 631-2 645-6

Open int. 32,835

Total daily turnover 7,353

NICKEL (\$ per tonne)

Close 6695-99 6690-95

Previous 6600-10 6705-15

High/Low 6750/6650

AM Official 6650-55 6650-55

Kerb close 6650-55 6650-55

Open int. 53,550

Total daily turnover 8,600

ZINC, special high grade (\$ per tonne)

Close 1637-40 1470-71

Previous 1673-76 1486-89

High/Low 1855/1662

AM Official 1665-66 1483-84

Kerb close 1665-66 1478-79

Open int. 96,237

Total daily turnover 26,202

COPPER, grade A (\$ per tonne)

Close 2142.5-44.5 2151-52

Previous 2131.5-33.5 2158-59.5

High/Low 2154/2140

AM Official 2138-39 2145-46

Kerb close 2138-39 2143-44

Open int. 136,138

Total daily turnover 39,047

LME AM Official 2/5 rate: 1.5908

LME Closing 2/5 rate: 1.5905

Spot 1.5903 3 mths 1.5907 6 mths 1.574 9 mths 1.5905

HIGH GRADE COPPER (COMEX)

Close 2142.5-44.5 2151-52

Previous 2131.5-33.5 2158-59.5

High/Low 2154/2140

AM Official 2138-39 2145-46

Kerb close 2138-39 2143-44

Open int. 136,138

Total daily turnover 39,047

PRECIOUS METALS

LONDON BULLION MARKET

(Prices supplied by N M Rothschild)

Gold (Troy oz) \$ price £ equiv SFR equiv

Close 312.20-312.70 222.20-322.50

Opening 312.70 202.582 482.711

Afternoon fix 312.70 202.582 482.711

Day's High 312.70 202.582 482.711

Day's Low 312.70 202.582 482.711

Previous close 312.50 202.582 482.711

Low Gold Mean Gold Landing Rates (Vs US\$)

1 month 3.44 8 months 3.36

2 months 3.43 12 months 3.43

3 months 3.44

Silver fix \$ price £ equiv SFR equiv

Spot 295.75 467.25

3 months 295.75 467.25

6 months 304.05 476.95

1 year 312.95 487.65

Gold Collar 5 price £ equiv SFR equiv

Kruggerand 310-321 201-222

Maple Leaf 75-77 47-49

New Sovereign 75-77 47-49

Precious Metals continued

GOLD COMEX (100 Troy oz; \$/troy oz)

Sett. Day's price change High Low Vol Int

Sep 321.7 -0.6 - 119 -

Oct 322.6 -0.7 323.7 321.9 1,229 15,977

Nov 324.3 -0.7 325.3 323.6 1,643 1074

Dec 326.0 -0.7 326.8 325.3 700 15,433

Jan 327.8 -0.7 328.2 326.2 20 5,354

Feb 329.8 -0.7 330.0 328.0 482 8,380

Mar 331.8 -0.7 332.0 330.0 715 16,578

Total 23,632 187,814

PLATINUM NYMEX (50 Troy oz; \$/troy oz)

Sett. Day's price change High Low Vol Int

Sep 419.2 +6.5 420.0 411.0 1,548 9,850

Oct 409.2 +6.5 409.5 404.5 340 2,918

Nov 405.2 +6.5 - 21 422

Dec 401.2 +6.5 - 2 401.2

Jan 401.2 +6.5 - 2 401.2

Feb 401.2 +6.5 - 2 401.2

Mar 401.2 +6.5 - 2 401.2

Total 2,000 13,192

PALLADIUM NYMEX (100 Troy oz; \$/troy oz)

Sett. Day's price change High Low Vol Int

Sep 191.55 -1.50 193.00 190.00 68 636

Oct 186.45 -1.50 188.00 182.50 283 3,032

Nov 183.55 -1.50 185.00 184.50 5 173

Dec 183.45 -1.50 - 183.45 -

Jan 183.45 -1.50 - 183.45 -

Feb 183.45 -1.50 - 183.45 -

Mar 183.45 -1.50 - 183.45 -

Total 362 3,948

SILVER COMEX (5,000 Troy oz; \$/troy oz)

Sett. Day's price change High Low Vol Int

Sep 465.8 -0.4 465.5 460.0 381 1,815

Oct 471.0 -0.4 470.5 465.5 11,009 52,450

Nov 472.5 -0.4 472.5 465.0 - 20

Dec 477.1 -0.4 477.0 475.5 148 11,874

Jan 477.1 -0.4 477.0 475.5 148 11,874

Feb 477.1 -0.4 477.0 475.5 148 11,874

Mar 477.1 -0.4 477.0 475.5 148 11,874

Total 12,729 77,438

ENERGY

CRUDE OIL NYMEX (1,000 barrels; \$/barrel)

Sett. Day's price change High Low Vol Int

Sep 19.50 -0.11 19.69 19.42 34,987 1004

Oct 18.61 -0.13 18.79 18.55 13,566 49,093

Nov 18.70 -0.12 18.84 18.65 6,886 53,021

Dec 18.74 -0.12 18.90 18.74 2,521 30,323

Jan 18.75 -0.11 18.97 18.75 1,156 15,097

Feb 18.61 -0.05 18.86 18.61 373 10,186

Mar 18.61 -0.05 18.86 18.61 373 10,186

Total 62,592 495,534

CRUDE OIL IPE (\$/barrel)

Sett. Day's price change High Low Vol Int

Sep 19.50 -0.11 19.69 19.42 34,987 1004

Oct 18.61 -0.13 18.79 18.55 13,566 49,093

Nov 18.70 -0.12 18.84 18.65 6,886 53,021

Dec 18.74 -0.12 18.90 18.74 2,521 30,323

Jan 18.75 -0.11 18.97 18.75 1,156 15,097

Feb 18.61 -0.05 18.86 18.61 373 10,186

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1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100	2101	2102	2103	2104	2105	2106	2107	2108	2109	2110	2111	2112	2113	2114	2115	2116	2117	2118	2119	2120	2121	2122	2123	2124	2125	2126	2127	2128	2129	2130	2131	2132	2133	2134	2135	2136	2137	2138	2139	2140	2141	2142	2143	2144	2145	2146	2147	2148	2149	2150	2151	2152	2153	2154	2155	2156	2157	2158	2159	2160	2161	2162	2163	2164	2165	2166	2167	2168	2169	2170	2171	2172	2173	2174	2175	2176	2177	2178	2179	2180	2181	2182	2183	2184	2185	2186	2187	2188	2189	2190	2191	2192	2193	2194	2195	2196	2197	2198	2199	2200	2201	2202	2203	2204	2205	2206	2207	2208	2209	2210	2211	2212	2213	2214	2215	2216	2217	2218	2219	2220	2221	2222	2223	2224	2225	2226	2227	2228	2229	2230	2231	2232	2233	2234	2235	2236	2237	2238	2239	2240	2241	2242	2243	2244	2245	2246	2247	2248	2249	2250	2251	2252	2253	2254	2255	2256	2257	2258	2259	2260	2261	2262	2263	2264	2265	2266	2267	2268	2269	2270	2271	2272	2273	2274	2275	2276	2277	2278	2279	2280	2281	2282	2283	2284	2285	2286	2287	2288	2289	2290	2291	2292	2293	2294	2295	2296	2297	2298	2299	2300	2301	2302	2303	2304	2305	2306	2307	2308	2309	2310	2311	2312	2313	2314	2315	2316	2317	2318	2319	2320	2321	2322	2323	2324	2325	2326	2327	2328	2329	2330	2331	2332	2333	2334	2335	2336	2337	2338	2339	2340	2341	2342	2343	2344	2345	2346	2347	2348	2349	2350	2351	2352	2353	2354	2355	2356	2357	2358	2359	2360	2361	2362	2363	2364	2365	2366	2367	2368	2369	2370	2371	2372	2373	2374	2375	2376	2377	2378	2379	2380	2381	2382	2383	2384	2385	2386	2387	2388	2389	2390	2391	2392	2393	2394	2395	2396	2397	2398	2399	2400	2401	2402	2403	2404	2405	2406	2407	2408	2409	2410	2411	2412	2413	2414	2415	2416	2417	2418	2419	2420	2421	2422	2423	2424	2425	2426	2427	2428	2429	2430	2431	2432	2433	2434	2435	2436	2437	2438	2439	2440	2441	2442	2443	2444	2445	2446	2447	2448	2449	2450	2451	2452	2453	2454	2455	2456	2457	2458	2459	2460	2461	2462	2463	2464	2465	2466	2467	2468	2469	2470	2471	2472	2473	2474	2475	2476	2477	2478	2479	2480	2481	2482	2483	2484	2485	2486	2487	2488	2489	2490	2491	2492	2493	2494	2495	2496	2497	2498	2499	2500	2501	2502	2503	2504	2505	2506	2507	2508	2509	2510	2511	2512	2513	2514	2515	2516	2517	2518	2519	2520	2521	2522	2523	2524	2525	2526	2527	2528	2529	2530	2531	2532	2533	2534	2535	2536	2537	2538	2539	2540	2541	2542	2543	2544	2545	2546	2547	2548	2549	2550	2551	2552	2553	2554	2555	2556	2557	2558	2559	2560	2561	2562	2563	2564	2565	2566	2567	2568	2569	2570	2571	2572	2573	2574	2575	2576	2577	2578	2579	2580	2581	2582	2583	2584	2585	2586	2587	2588	2589	2590	2591	2592	2593	2594	2595	2596	2597	2598	2599	2600	2601	2602	2603	2604	2605	2606	2607	2608	2609	2610	2611	2612	2613	2614	2615	2616	2617	2618	2619	2620	2621	2622	2623	2624	2625	2626	2627	2628	2629	2630	2631	2632	2633	2634	2635	2636	2637	2638	2639	2640	2641	2642	2643	2644	2645	2646	2647	2648	2649	2650	2651	2652	2653	2654	2655	2656	2657	2658	2659	2660	2661	2662	2663	2664	2665	2666	2667	2668	2669	2670	2671	2672	2673	2674	2675	2676	2677	2678	2679	2680	2681	2682	2683	2684	2685	2686	2687	2688	2689	2690	2691	2692	2693	2694	2695	2696	2697	2698	2699	2700	2701	2702	2703	2704	2705	2706	2707	2708	2709	2710	2711	2712	2713	2714	2715	2716	2717	2718	2719	2720	2721	2722	2723	2724	2725	2726	2727	2728	2729	2730	2731	2732	2733	2734	2735	2736	2737	2738	2739	2740	2741	2742	2743	2744	2745	2746	2747	2748	2749	2750	2751	2752	2753	2754	2755	2756	2757	2758	2759	2760	2761	2762	2763	2764	2765	2766	2767	2768	2769	2770	2771	2772	2773	2774	2775	2776	2777	2778	2779	2780	2781	2782	2783	2784	2785	2786	2787	2788	2789	2790	2791	2792	2793	2794	2795	2796	2797	2798	2799	2800	2801	2802	2803	2804	2805	2806	2807	2808	2809	2810	2811	2812	2813	2814	2815	2816	2817	2818	2819	2820	2821	2822	2823	2824	2825	2826	2827	2828	2829	2830	2831	2832	2833	2834	2835	2836	2837	2838	2839	2840	2841	2842	2843	2844	2845	2846	2847	2848	2849	2850	2851	2852	2853	2854	2855	2856	2857	2858	2859	2860	2861	2862	2863	2864	2865	2866	2867	2868	2869	2870	2871	2872	2873	2874	2875	2876	2877	2878	2879	2880	2881	2882	2883	2884	2885	2886	2887	2888	2889	2890	2891	2892	2893	2894	2895	2896	2897	2898	2899	2900	2901	2902	2903	2904	2905	2906	2907	2908	2909	2910	2911	2912	2913	2914	2915	2916	2917	2918	2919	2920	2921	2922	2923	2924	2925	2926	2927	2928	2929	2930	2931	2932	2933	2934	2935	2936	2937	2938	2939	2940	2941	2942	2943	2944	2945	2946	2947	2948	2949	2950	2951	2952	2953	2954	2955	2956	2957	2958	2959	2960	2961	2962	2963	2964	2965	2966	2967	2968	2969	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Pmt.	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1834	1833	1832	1831	1830	1829	1828	1827	1826	1825	1824	1823	1822	1821	1820	1819	1818	1817	1816	1815	1814	1813	1812	1811	1810	1809	1808	1807	1806	1805	1804	1803	1802	1801	1800	1799	1798	1797	1796	1795	1794	1793	1792	1791	1790	1789	1788	1787	1786	1785	1784	1783	1782	1781	1780	1779	1778	1777	1776	1775	1774	1773	1772	1771	1770	1769	1768	1767	1766	1765	1764	1763	1762	1761	1760	1759	1758	1757	1756	1755	1754	1753	1752	1751	1750	1749	1748	1747	1746	1745	1744	1743	1742	1741	1740	1739	1738	1737	1736	1735	1734	1733	1732	1731	1730	1729	1728	1727	1726	1725	1724	1723	1722	1721	1720	1719	1718	1717	1716	1715	1714	1713	1712	1711	1710	1709	1708	1707	1706	1705	1704	1703	1702	1701	1700	1699	1698	1697	1696	1695	1694	1693	1692	1691	1690	1689	1688	1687	1686	1685	1684	1683	1682	1681	1680	1679	1678	1677	1676	1675	1674	1673	1672	1671	1670	1669	1668	1667	1666	1665	1664	1663	1662	1661	1660	1659	1658	1657	1656	1655	1654	1653	1652	1651	1650	1649	1648	1647	1646	1645	1644	1643	1642	1641	1640	1639	1638	1637	1636	1635	1634	1633	1632	1631	1630	1629	1628	1627	1626	1625	1624	1623	1622	1621	1620	1619	1618	1617	1616	1615	1614	1613	1612	1611	1610	1609	1608	1607	1606	1605	1604	1603	1602	1601	1600	1599	1598	1597	1596	1595	1594	1593	1592	1591	1590	1589	1588	1587	1586	1585	1584	1583	1582	1581	1580	1579	1578	1577	1576	1575	1574	1573	1572	1571	1570	1569	1568	1567	1566	1565	1564	1563	1562	1561	1560	1559	1558	1557	1556	1555	1554	1553	1552	1551	1550	1549	1548	1547	1546	1545	1544	1543	1542	1541	1540	1539	1538	1537	1536	1535	1534	1533	1532	1531	1530	1529	1528	1527	1526	1525	1524	1523	1522	1521	1520	1519	1518	1517	1516	1515	1514	1513	1512	1511	1510	1509	1508	1507	1506	1505	1504	1503	1502	1501	1500	1499	1498	1497	1496	1495	1494	1493	1492	1491	1490	1489	1488	1487	1486	1485	1484	1483	1482	1481	1480	1479	1478	1477	1476	1475	1474	1473	1472	1471	1470	1469	1468	1467	1466	1465	1464	1463	1462	1461	1460	1459	1458	1457	1456	1455	1454	1453	1452	1451	1450	1449	1448	1447	1446	1445	1444	1443	1442	1441	1440	1439	1438	1437	1436	1435	1434	1433	1432	1431	1430	1429	1428	1427	1426	1425	1424	1423	1422	1421	1420	1419	1418	1417	1416	1415	1414	1413	1412	1411	1410	1409	1408	1407	1406	1405	1404	1403	1402	1401	1400	1399	1398	1397	1396	1395	1394	1393	1392	1391	1390	1389	1388	1387	1386	1385	1384	1383	1382	1381	1380	1379	1378	1377	1376	1375	1374	1373	1372	1371	1370	1369	1368	1367	1366	1365	1364	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	1324	1323	1322	1321	1320	1319	1318	1317	1316	1315	1314	1313	1312	1311	1310	1309	1308	1307	1306	1305	1304	1303	1302	1301	1300	1299	1298	1297	1296	1295	1294	1293	1292	1291	1290	1289	1288	1287	1286	1285	1284	1283	1282	1281	1280	1279	1278	1277	1276	1275	1274	1273	1272	1271	1270	1269	1268	1267	1266	1265	1264	1263	1262	1261	1260	1259	1258	1257	1256	1255	1254	1253	1252	1251	1250	1249	1248	1247	1246	1245	1244	1243	1242	1241	1240	1239	1238	1237	1236	1235	1234	1233	1232	1231	1230	1229	1228	1227	1226	1225	1224	1223	1222	1221	1220	1219	1218	1217	1216	1215	1214	1213	1212	1211	1210	1209	1208	1207	1206	1205	1204	1203	1202	1201	1200	1199	1198	1197	1196	1195	1194	1193	1192	1191	1190	1189	1188	1187	1186	1185	1184	1183	1182	1181	1180	1179	1178	1177	1176	1175	1174	1173	1172	1171	1170	1169	1168	1167	1166	1165	1164	1163	1162	1161	1160	1159	1158	1157	1156	1155	1154	1153	1152	1151	1150	1149	1148	1147	1146	1145	1144	1143	1142	1141	1140	1139	1138	1137	1136	1135	1134	1133	1132	1131	1130	1129	1128	1127	1126	1125	1124	1123	1122	1121	1120	1119	1118	1117	1116	1115	1114	1113	1112	1111	1110	1109	1108	1107	1106	1105	1104	1103	1102	1101	1100	1099	1098	1097	1096	1095	1094	1093	1092	1091	1090	1089	1088	1087	1086	1085	1084	1083	1082	1081	1080	1079	1078	1077	1076	1075	1074	1073	1072	1071	1070	1069	1068	1067	1066	1065	1064	1063	1062	1061	1060	1059	1058	1057	1056	1055	1054	1053	1052	1051	1050	1049	1048	1047	1046	1045	1044	1043	1042	1041	1040	1039	1038	1037	1036	1035	1034	1033	1032	1031	1030	1029	1028	1027	1026	1025	1024	1023	1022	1021	1020	1019	1018	1017	1016	1015	1014	1013	1012	1011	1010	1009	1008	1007	1006	1005	1004	1003	1002	1001	1000	999	998	997	996	995	994	993	992	991	990	989	988	987	986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ENGINEERING, VEHICLES HEALTH CARE - Cont.

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INSURANCE		Address	Phone
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LONDON STOCK EXCHANGE

Footsie edges higher ahead of US jobs data

MARKET REPORT

By Philip Coggan,
Markets Editor

Shares in London managed their fourth consecutive daily rise but the rally showed signs of running out of steam, as investors nervously awaited today's US employment data.

The FTSE 100 index closed 14.4 higher at 4,991.3 after recovering from an early setback which took the market's leading benchmark down 28.9 to 4,958.7. Shares were lifted by some subdued economic data in the morning and by a late futures-inspired rally in the afternoon.

The Confederation of British Industry's distributive trades survey found that the number of retailers reporting higher sales fell sharply in August. "The report was weaker than expected and should reassure the markets that the windfall effect on high street activity is not too dramatic," said Simon Briscoe, UK economist at Nikko Europe.

A slowdown in the rate of Dixons' sales growth (which sent the shares lower) allied to weak new housing figures reinforced the feeling that the consumer boom might be slowing, and that further interest rate rises would not be needed.

However, the record level of

August car sales went against the trend of the other data. Sterling showed some initial weakness on the back of the economic figures, helping the export-related stocks, although in fact the pound recovered to finish higher on the day.

Some renewed weakness in the far eastern markets, together with reports of an investigation by the Manila regulatory authorities, took their toll on Standard Chartered, Footsie's best performer.

One leading marketmaker said: "We are getting closer and closer to the market top, with the far eastern turmoil a real worry."

The US market, however,

remains the main concern for many investors, with non-farm payroll data, which often has a significant effect on share prices, due to be published today.

Bob Semple, UK strategist at NatWest Securities, said: "We are still generally nervous about these markets. US economic growth is eventually going to feed through to higher interest rates."

Dick McCabe, chief market analyst at Merrill Lynch, is predicting that the US market may yet make new highs in the fourth quarter but towards the end of this year, or in early 1998, the Dow will suffer a 20-25 per cent correction that will take it back

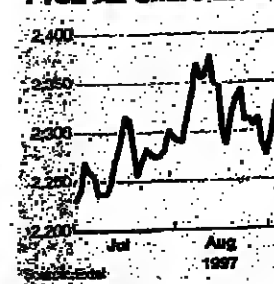
to the 6,500-6,800 level. Yesterday, Wall Street was modestly negative for UK sentiment, with the Dow Jones Industrial Average 22 points lower when London closed.

Equities received little guidance from gilts, with the benchmark 10-year issue closing virtually unchanged.

The stock market's rise was broadly based with the FTSE 250 index gaining 17.1 to 4,693.6 and the SmallCap index up 9.9 to 2,261.4. The latter index is well below its all-time high of 2,374.2.

Volume was modest, with 748.1m shares traded by the 6pm count, of which 52 per cent was

FTSE All-Share Index



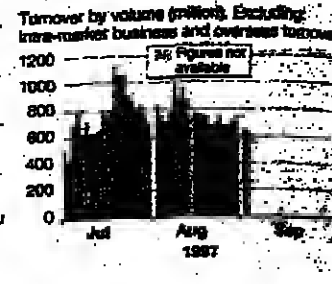
Indices and ratios

FTSE 100	4991.3	+14.4
FTSE 250	4693.6	+17.1
FTSE 350	2401.5	+7.3
FTSE All-Share	2345.24	8.55
FTSE All-Share yield	3.35	3.56

Best performing sectors

1. Engineering: Vehicles	+1.9
2. Health Care	+1.4
3. Telecommunications	+0.8
4. Building Materials	+0.8
5. Gas Distribution	+0.8

Equity shares traded



Long gilts/yield ratio

FT 30	3182.3	+15.6
FTSE Non-Fin p/e	20.02	20.05
FTSE 100 P/E	5013.0	+23.0
10 yr Gilt yield	5.05	7.05
Long gilts/yield ratio	2.11	2.10

Worst performing sectors

1. Breweries & Pubs	-0.7
2. Electronics & Elect	-0.8
3. Water	-0.8
4. Diversified Inds	-0.3
5. Other Financial	-0.3

Pressure builds at Standard

By Steve Thompson
and Joel Kibazo

Standard Chartered was the only real casualty in the banks sector, the shares plummeting a further 38% or 4.5 per cent to 806p, as worries over the direction of far eastern markets, and the long-term implications of the exit of funds from that area, returned to haunt the stock.

And there was more bad news for the stock after confirmation that the Philippine central bank was probing Standard's securities operations in Manila.

The UK-registered shares in HSBC, on the other hand, rallied after a difficult trading session to close a net 8% up at £20.42p.

The Hong Kong stock market, measured by the Hang Seng index, dropped 3.5 per cent yesterday, while the Kuala Lumpur market fell 2.6 per cent.

Standard shares lost 17.7 per cent last month, one of the worst performances among the FTSE 100 constituents, while those of HSBC gave up 12.9 per cent.

Some analysts, including those at Goldman Sachs, believe the economic slowdown in the South-East Asian economies, notably Thailand, Malaysia and Indonesia, will continue in the medium term and could

gain a wider foothold in the region.

Goldman's banks team, which recently downgraded Standard Chartered and HSBC to market underperformers, predicts margin pressure, slower asset growth and the banks' earnings suffering in sterling terms due to devaluations.

Woolwich bought

The two most recent demutualisation stocks, Norwich Union and the Woolwich, made progress ahead of their expected entries into the prestigious FTSE 100 index after next Wednesday's FTSE Steering Committee meeting. Changes to the index will be implemented on September 22.

Because of their high market capitalisations - Norwich is valued at about £4.9bn - both qualify easily for inclusion in the Footsie.

Norwich edged up 2 to 354p, on volume of 11m shares, and Woolwich 7% to 315p on 6.2m shares traded. Tracker funds were said to be pursuing both stocks.

Two other stocks are in line for elevation to FTSE 100 status, according to NatWest Securities: Billiton, the metals group floated with a market capitalisation in excess of £5bn, and Williams, the conglomerate, valued at more than £2.8bn.

Four stocks viewed as vulnerable for exclusion from the index are Tate & Lyle, Hanson, Imperial Tobacco and Bunnings. NatWest also warned of the threat to Eurotunnel's

place in the FTSE 250 index and its possible demotion to the FTSE SmallCap, pointing out that as recently as June 1992 the company was a constituent of the top 100 Index.

Eurotunnel Units nudged up 1/2 to 89p.

Sun Life is seen as another potential entrant in the FTSE 100 and Mercury Asset Management, one of the UK's biggest fund management groups, seen as another vulnerable company. The latter's shares dropped 41 to £12.87p.

A trading update from electrical goods retailer Dixons disappointed the market and sent the shares into retreat.

Retail sales for the first 17 weeks of the current year were up 25 per cent on a year earlier, while like-for-like sales in the same period rose 11 per cent. Gross margins remained stable, said

the company.

The improvement in trading data fell short of market expectations, leaving one sales trader to point out that "over the past eleven weeks, sales have slowed down considerably".

The shares closed 13% off at 651p.

However, BZW remains a fan of the stock and analyst Tony Shiret has continued to advise clients to buy the shares saying, "the stock is only on a market rating, until 1998 and the (profits) forecasts are underpinned by the prospect of a strong Christmas".

Food retailer Sainsbury was the only feature of note in an otherwise dull food retailers sector as a clutch of brokers recommended the stock.

The shares rose 5% to 390p, on volume of 2.1m, with dealers said to have initially been encouraged by a

favourable AGB report showing Sainsbury sales up 0.8 per cent year-on-year. In August while Asda Group posted a 1 per cent increase.

Credit Lyonnais Laing and Dresdner Kleinwort Benson also favour the stock. In a regular feature, the feature on Kleinwort said it believed:

"Gross margin performance will be critical to sector earnings momentum in the medium term. Interims from Morrison and Tesco will provide the first indication. We anticipate stability and this could spark a further phase of outperformance."

It was a two-way pull in Asda which left the shares lighter at 146p.

The recent burst of weakness in sterling, which has seen the currency slide over 6 per cent in just over a month, measured by the Bank of England's trade-weighted index, continued to have an impact on shares of the leading exporting companies.

Many of the UK's leading engineering stocks made further good progress, as did some of the leading building materials groups which have substantial exposure to the German market.

LucasVarity up

LucasVarity topped the FTSE 100 performance table, climbing 8% to 205p, closely followed by RMC, the aggregates group, whose shares moved up 24 to £10.55. Smiths Industries rose 12 to 841p.

Among the FTSE 250 stocks, Tarmac posted a 7 gain at 123p, Glywedd added 13 to 254p and Delta put on 8 to 297p.

There were excellent profits performances reported by Senior Engineering, whose shares ran up 4% to 158p in the wake of the 30 per cent lift in interim earnings. Redland added 6% at 298p.

FUTURES AND OPTIONS

FTSE 100 INDEX FUTURES (LFFE) C25 per full index point (APT)

	Open	Settle	Change	High	Low	Est. Vol	Open Int
Sep	4970.0	5013.0	+18.0	5024.0	4958.0	6481	6481
Dec	5032.0	5074.5	+17.5	5075.0	5024.5	213	11263
Mar	5083.0	5118.0	+18.0	5083.0	5053.0	64	1810

FTSE 250 INDEX FUTURES (LFFE) C10 per full index point

	Open	Settle	Change	High	Low	Est. Vol	Open Int
Sep	4681.0	4746.0	+11.0	4746.0	4681.0	12	5534
Dec	4746.0	4746.0	+11.0	4746.0	4746.0	12	3617

FTSE 100 INDEX OPTION (LFFE) £100 per full index point

	Open	Settle	Change	High	Low	Est. Vol	Open Int
Sep	4970.0	5013.0	+18.0	5024.0	4958.0	6481	6481
Dec	5032.0	5074.5	+17.5	5075.0	5024.5	213	11263
Mar	5083.0	5118.0	+18.0	5083.0	5053.0	64	1810

EURO STYLE FTSE 100 INDEX OPTION (LFFE) £100 per full index point

	Open	Settle	Change	High	Low	Est. Vol	Open Int
Sep	4970.0	5013.0	+18.0	5024.0	4958.0	6481	6481
Dec	5032.0	5074.5	+17.5	5075.0	5024.5	213	11263
Mar	5083.0	5118.0	+18.0	5083.0	5053.0	64	1810

LONDON RECENT ISSUES: EQUITIES

Issue	Ant	Mkt	Price	Yield	Div	Yld	P/E
BP	100	100	100	100	100	100	100
BP	100	100	100	100	100	100	100
BP	100	100	100	100	100	100	100

FTSE SHARE MINES INDEX

	Open	Settle	Change	High	Low	Est. Vol	Open Int
Sep	4970.0	5013.0	+18.0	5024.0	4958.0	6481	6481
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The UK Series

	Open	Settle	Change	High	Low	Est. Vol	Open Int
Sep	4970.0	5013.0	+18.0	5024.0	4958.0	6481	6481
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FTSE Actuaries Share Index

	Open	Settle	Change	High	Low	Est. Vol	Open Int
Sep	4970.0	5013.0	+18.0	5024.0	4958.0	6481	6481
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FTSE Actuaries Industry Sectors

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ERPM
EAST RANO PROPRIETARY MINES LIMITED
(Registration number 01/02089/06)
(ERPM)

NOTICE TO SHAREHOLDERS

Further to the cautionary announcements, discussions with the government have advanced to the stage where the proposed government assistance, together with the recent improvement in operations at the mine, has resulted in the decision to continue operations. This will afford the new Board of Directors, who take office on 1 October 1997 following cancellation of the Service Agreement by Randgold & Exploration Company Limited, an opportunity to evaluate the present business plan and formulate a long term rescue strategy which will have to be agreed on a tripartite basis between government, labour and management.

The new directors are: J Cockroft (Chairman), I Vidulich (Managing), M C Gercke, J M R Medeiros, C J Jooste, D Lehman, L A Williams, F Waldemar ("non-executive")

Johannesburg 5 September 1997

The Financial Times plans to publish a Survey on

North East Brazil

on Monday October 13

For more information, please contact:

Michael Geach in New York
Tel: +212 688-6900 Fax: +212 688-8229

or Edmundo Dalla Libera in Brazil
Tel: +5511 530 1855 Fax: +5511 241 7232

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FT Surveys

The Financial Times plans to publish a Survey on

The Business of Space

on Thursday, October 30

For further information, please contact:

Maria McCoy
Tel: +44 171 873 4358 Fax: +44 171 873 3204

Penny Scott
Tel: +212 745 1346 Fax: +212 319 0704


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US INDICES

WSP	10/10/93	10/09/93	10/08/93	10/07/93	10/06/93	10/05/93	10/04/93	10/03/93	10/02/93	10/01/93	09/30/93	09/29/93	09/28/93	09/27/93	09/26/93	09/25/93	09/24/93	09/23/93	09/22/93	09/21/93	09/20/93	09/19/93	09/18/93	09/17/93	09/16/93	09/15/93	09/14/93	09/13/93	09/12/93	09/11/93	09/10/93	09/09/93	09/08/93	09/07/93	09/06/93	09/05/93	09/04/93	09/03/93	09/02/93	09/01/93	08/31/93	08/30/93	08/29/93	08/28/93	08/27/93	08/26/93	08/25/93	08/24/93	08/23/93	08/22/93	08/21/93	08/20/93	08/19/93	08/18/93	08/17/93	08/16/93	08/15/93	08/14/93	08/13/93	08/12/93	08/11/93	08/10/93	08/09/93	08/08/93	08/07/93	08/06/93	08/05/93	08/04/93	08/03/93	08/02/93	08/01/93	07/31/93	07/30/93	07/29/93	07/28/93	07/27/93	07/26/93	07/25/93	07/24/93	07/23/93	07/22/93	07/21/93	07/20/93	07/19/93	07/18/93	07/17/93	07/16/93	07/15/93	07/14/93	07/13/93	07/12/93	07/11/93	07/10/93	07/09/93	07/08/93	07/07/93	07/06/93	07/05/93	07/04/93	07/03/93	07/02/93	07/01/93	06/30/93	06/29/93	06/28/93	06/27/93	06/26/93	06/25/93	06/24/93	06/23/93	06/22/93	06/21/93	06/20/93	06/19/93	06/18/93	06/17/93	06/16/93	06/15/93	06/14/93	06/13/93	06/12/93	06/11/93	06/10/93	06/09/93	06/08/93	06/07/93	06/06/93	06/05/93	06/04/93	06/03/93	06/02/93	06/01/93	05/31/93	05/30/93	05/29/93	05/28/93	05/27/93	05/26/93	05/25/93	05/24/93	05/23/93	05/22/93	05/21/93	05/20/93	05/19/93	05/18/93	05/17/93	05/16/93	05/15/93	05/14/93	05/13/93	05/12/93	05/11/93	05/10/93	05/09/93	05/08/93	05/07/93	05/06/93	05/05/93	05/04/93	05/03/93	05/02/93	05/01/93	04/30/93	04/29/93	04/28/93	04/27/93	04/26/93	04/25/93	04/24/93	04/23/93	04/22/93	04/21/93	04/20/93	04/19/93	04/18/93	04/17/93	04/16/93	04/15/93	04/14/93	04/13/93	04/12/93	04/11/93	04/10/93	04/09/93	04/08/93	04/07/93	04/06/93	04/05/93	04/04/93	04/03/93	04/02/93	04/01/93	03/31/93	03/30/93	03/29/93	03/28/93	03/27/93	03/26/93	03/25/93	03/24/93	03/23/93	03/22/93	03/21/93	03/20/93	03/19/93	03/18/93	03/17/93	03/16/93	03/15/93	03/14/93	03/13/93	03/12/93	03/11/93	03/10/93	03/09/93	03/08/93	03/07/93	03/06/93	03/05/93	03/04/93	03/03/93	03/02/93	03/01/93	02/28/93	02/27/93	02/26/93	02/25/93	02/24/93	02/23/93	02/22/93	02/21/93	02/20/93	02/19/93	02/18/93	02/17/93	02/16/93	02/15/93	02/14/93	02/13/93	02/12/93	02/11/93	02/10/93	02/09/93	02/08/93	02/07/93	02/06/93	02/05/93	02/04/93	02/03/93	02/02/93	02/01/93	01/31/93	01/30/93	01/29/93	01/28/93	01/27/93	01/26/93	01/25/93	01/24/93	01/23/93	01/22/93	01/21/93	01/20/93	01/19/93	01/18/93	01/17/93	01/16/93	01/15/93	01/14/93	01/13/93	01/12/93	01/11/93	01/10/93	01/09/93	01/08/93	01/07/93	01/06/93	01/05/93	01/04/93	01/03/93	01/02/93	01/01/93	12/31/92	12/30/92	12/29/92	12/28/92	12/27/92	12/26/92	12/25/92	12/24/92	12/23/92	12/22/92	12/21/92	12/20/92	12/19/92	12/18/92	12/17/92	12/16/92	12/15/92	12/14/92	12/13/92	12/12/92	12/11/92	12/10/92	12/09/92	12/08/92	12/07/92	12/06/92	12/05/92	12/04/92	12/03/92	12/02/92	12/01/92	11/30/92	11/29/92	11/28/92	11/27/92	11/26/92	11/25/92	11/24/92	11/23/92	11/22/92	11/21/92	11/20/92	11/19/92	11/18/92	11/17/92	11/16/92	11/15/92	11/14/92	11/13/92	11/12/92	11/11/92	11/10/92	11/09/92	11/08/92	11/07/92	11/06/92	11/05/92	11/04/92	11/03/92	11/02/92	11/01/92	10/31/92	10/30/92	10/29/92	10/28/92	10/27/92	10/26/92	10/25/92	10/24/92	10/23/92	10/22/92	10/21/92	10/20/92	10/19/92	10/18/92	10/17/92	10/16/92	10/15/92	10/14/92	10/13/92	10/12/92	10/11/92	10/10/92	10/09/92	10/08/92	10/07/92	10/06/92	10/05/92	10/04/92	10/03/92	10/02/92	10/01/92	09/30/92	09/29/92	09/28/92	09/27/92	09/26/92	09/25/92	09/24/92	09/23/92	09/22/92	09/21/92	09/20/92	09/19/92	09/18/92	09/17/92	09/16/92	09/15/92	09/14/92	09/13/92	09/12/92	09/11/92	09/10/92	09/09/92	09/08/92	09/07/92	09/06/92	09/05/92	09/04/92	09/03/92	09/02/92	09/01/92	08/31/92	08/30/92	08/29/92	08/28/92	08/27/92	08/26/92	08/25/92	08/24/92	08/23/92	08/22/92	08/21/92	08/20/92	08/19/92	08/18/92	08/17/92	08/16/92	08/15/92	08/14/92	08/13/92	08/12/92	08/11/92	08/10/92	08/09/92	08/08/92	08/07/92	08/06/92	08/05/92	08/04/92	08/03/92	08/02/92	08/01/92	07/31/92	07/30/92	07/29/92	07/28/92	07/27/92	07/26/92	07/25/92	07/24/92	07/23/92	07/22/92	07/21/92	07/20/92	07/19/92	07/18/92	07/17/92	07/16/92	07/15/92	07/14/92	07/13/92	07/12/92	07/11/92	07/10/92	07/09/92	07/08/92	07/07/92	07/06/92	07/05/92	07/04/92	07/03/92	07/02/92	07/01/92	06/30/92	06/29/92	06/28/92	06/27/92	06/26/92	06/25/92	06/24/92	06/23/92	06/22/92	06/21/92	06/20/92	06/19/92	06/18/92	06/17/92	06/16/92	06/15/92	06/14/92	06/13/92	06/12/92	06/11/92	06/10/92	06/09/92	06/08/92	06/07/92	06/06/92	06/05/92	06/04/92	06/03/92	06/02/92	06/01/92	05/31/92	05/30/92	05/29/92	05/28/92	05/27/92	05/26/92	05/25/92	05/24/92	05/23/92	05/22/92	05/21/92	05/20/92	05/19/92	05/18/92	05/17/92	05/16/92	05/15/92	05/14/92	05/13/92	05/12/92	05/11/92	05/10/92	05/09/92	05/08/92	05/07/92	05/06/92	05/05/92	05/04/92	05/03/92	05/02/92	05/01/92	04/30/92	04/29/92	04/28/92	04/27/92	04/26/92	04/25/92	04/24/92	04/23/92	04/22/92	04/21/92	04/20/92	04/19/92	04/18/92	04/17/92	04/16/92	04/15/92	04/14/92	04/13/92	04/12/92	04/11/92	04/10/92	04/09/92	04/08/92	04/07/92	04/06/92	04/05/92	04/04/92	04/03/92	04/02/92	04/01/92	03/31/92	03/30/92	03/29/92	03/28/92	03/27/92	03/26/92	03/25/92	03/24/92	03/23/92	03/22/92	03/21/92	03/20/92	03/19/92	03/18/92	03/17/92	03/16/92	03/15/92	03/14/92	03/13/92	03/12/92	03/11/92	03/10/92	03/09/92	03/08/92	03/07/92	03/06/92	03/05/92	03/04/92	03/03/92	03/02/92	03/01/92	02/28/92	02/27/92	02/26/92	02/25/92	02/24/92	02/23/92	02/22/92	02/21/92	02/20/92	02/19/92	02/18/92	02/17/92	02/16/92	02/15/92	02/14/92	02/13/92	02/12/92	02/11/92	02/10/92	02/09/92	02/08/92	02/07/92	02/06/92	02/05/92	02/04/92	02/03/92	02/02/92	02/01/92	01/31/92	01/30/92	01/29/92	01/28/92	01/27/92	01/26/92	01/25/92	01/24/92	01/23/92	01/22/92	01/21/92	01/20/92	01/19/92	01/18/92	01/17/92	01/16/92	01/15/92	01/14/92	01/13/92	01/12/92	01/11/92	01/10/92	01/09/92	01/08/92	01/07/92	01/06/92	01/05/92	01/04/92	01/03/92	01/02/92	01/01/92	12/31/91	12/30/91	12/29/91	12/28/91	12/27/91	12/26/91	12/25/91	12/24/91	12/23/91	12/22/91	12/21/91	12/20/91	12/19/91	12/18/91	12/17/91	12/16/91	12/15/91	12/14/91	12/13/91	12/12/91	12/11/91	12/10/91	12/09/91	12/08/91	12/07/91	12/06/91	12/05/91	12/04/91	12/03/91	12/02/91	12/01/91	11/30/91	11/29/91	11/28/91	11/27/91	11/26/91	11/25/91	11/24/91	11/23/91	11/22/91	11/21/91	11/20/91	11/19/91	11/18/91	11/17/91	11/16/91	11/15/91	11/14/91	11/13/91	11/12/91	11/11/91	11/10/91	11/09/91	11/08/91	11/07/91	11/06/91	11/05/91	11/04/91	11/03/91	11/02/91	11/01/91	10/31/91	10/30/91	10/29/91	10/28/91	10/27/91	10/26/91	10/25/91	10/24/91	10/23/91	10/22/91	10/21/91	10/20/91	10/19/91	10/18/91	10/17/91	10/16/91	10/15/91	10/14/91	10/13/91	10/12/91	10/11/91	10/10/91	10/09/91	10/08/91	10/07/91	10/06/91	10/05/91	10/04/91	10/03/91	10/02/91	10/01/91	09/30/91	09/29/91	09/28/91	09/27/91	09/26/91	09/25/91	09/24/91	09/23/91	09/22/91	09/21/91	09/20/91	09/19/91	09/18/91	09/17/91	09/16/91	09/15/91	09/14/91	09/13/91	09/12/91	09/11/91	09/10/91	09/09/91	09/08/91	09/07/91	09/06/91	09/05/91	09/04/91	09/03/91	09/02/91	09/01/91	08/31/91	08/30/91	08/29/91	08/28/91	08/27/91	08/26/91	08/25/91	08/24/91	08/23/91	08/22/91	08/21/91	08/20/91	08/19/91	08/18/91	08/17/91	08/16/91	08/15/91	08/14/91	08/13/91	08/12/91	08/11/91	08/10/91	08/09/91	08/08/91	08/07/91	08/06/91	08/05/91	08/04/91	08/03/91	08/02/91	08/01/91	07/31/91	07/30/91	07/29/91	07/28/91	07/27/91	07/26/91	07/25/91	07/24/91	07/23/91	07/22/91	07/21/91	07/20/91	07/19/91	07/18/91	07/17/91	07/16/91	07/15/91	07/14/91	07/13/91	07/12/91	07/11/91	07/10/91	07/09/91	07/08/91	07/07/91	07/06/91	07/05/91	07/04/91	07/03/91	07/02/91	07/01/91	06/30/91	06/29/91	06/28/91	06/27/91	06/26/91	06/25/91	06/24/91	06/23/91	06/22/91	06/21/91	06/20/91	06/19/91	06/18/91	06/17/91	06/16/91	06/15/91	06/14/91	06/13/91	06/12/91	06/11/91	06/10/91	06/09/91	06/08/91	06/07/91	06/06/91	06/05/91	06/04/91	06/03/91	06/02/91	06/01/91	05/31/91	05/30/91	05/29/91	05/28/91	05/27/91	05/26/91	05/25/91	05/24/91	05/23/91	05/22/91	05/21/91	05/20/91	05/19/91	05/18/91	05/17/91	05/16/91	05/15/91	05/14/91	05/13/91	05/12/91	05/11/91	05/10/91	05/09/91	05/08/91	05/07/91	05/06/91	05/05/91	05/04/91	05/03/91	05/02/91	05/01/91	04/30/91	04/29/91	04/28/91	04/27/91	04/26/91	04/25/91	04/24/91	04/23/91	04/22/91	04/21/91	04/20/91	04/19/91	04/18/91	04/17/91	04/16/91	04/15/91	04/14/91	04/13/91	04/12/91	04/11/91	04/10/91	04/09/91	04/08/91	04/07/91	04/06/91	04/05/91	04/04/91	04/03/91	04/02/91	04/01/91	03/31/91	03/30/91	03/29/91	03/28/91	03/27/91	03/26/91	03/25/91	03/24/91	03/23/91	03/22/91	03/21/91	03/20/91	03/19/91	03/18/91	03/17/91	03/16/91	03/15/91	03/14/91	03/13/91	03/12/91	03/11/91	03/10/91	03/09/91	03/08/91	03/07/91	03/06/91	03/05/91	03/04/91	03/03/91
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ASIA PACIFIC PRICES										TOKYO - MOST ACTIVE STOCKS									
September 4, 1997										Thursday, September 4, 1997									
Stock	Price	Change	High	Low	Vol	Open	Close	High	Low	Vol	Open	Close	High	Low	Vol				
2914.00	2938.00	+10.00	2992.00	2908.00	728	42,610	Sep	2483.00	2468.00	+4.00	2498.00	2468.00	6,205	29,077	Open				
2914.00	2938.00	+10.00	2992.00	2908.00	728	42,610	Sep	2483.00	2468.00	+4.00	2498.00	2468.00	6,205	29,077	Open				
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2914.00	2938.00	+10.00	2992.00	2908.00	728														

NEW YORK STOCK EXCHANGE PRICES

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Continued on next page

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Index	330	177	163	165	182	184	companies on the EASDAQ/Bat Market can be bought and sold through EASDAQ Members											
	1574	1354	1354	1354	1354	1354	Company	Mid price	Change on day	Volume	High	Low	Company	Mid price	Change on day	Volume	High	Low
ADT	41	41	41	41	41	41	ADT	US\$3.375	-0.25	27500	6.25	2.875	Larnet & Hume	US\$0.275	-0.275	2300	34	25
Alcatel	12	12	12	12	12	12	Alcatel	US\$8	-1.25	67500	11.25	7.75	Maxer Int	US\$1.625	-0.25	0	11.75	8.125
Alcatel	41	41	41	41	41	41	Alcatel	US\$10	-0.25	1000	10.75	10.25	Maxer Int	US\$1.625	-0.25	0	11.75	8.125
Alcatel	12	12	12	12	12	12	Alcatel	US\$10	-0.25	1000	10.75	10.25	Maxer Int	US\$1.625	-0.25	0	11.75	8.125
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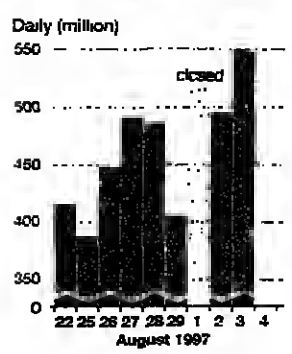
Economic signals send Dow lower

AMERICAS

Signs that the US economy was not about to cool immediately helped send blue-chip stocks lower while the broader market indices made modest gains, writes John Lobato in New York.

At 1pm the Dow Jones Industrial Average was 41.11 or 0.52 per cent lower at 7,853.53 while the broader

NYSE volume



Source: FT

Standard & Poor's index rose by 1.81 at 829.56. The technology-based Nasdaq composite index fared the best, rising 5.89 at 1,623.84.

The Commerce Department reported that factory orders for August rose 0.2 per cent and the estimate for June orders was revised upward to 1.7 per cent from an earlier 1.4 per cent rise.

At the same time, store sales reports for August showed strong results at certain retailers, as did August sales by General Motors, released late Wednesday.

"They are more signals that the economy is doing better, and there are mixed emotions on where monetary policy is going to stand when the Fed meets again," said Arthur Hogan, senior equity trader at Morgan Stanley.

Bond prices were unchanged by early afternoon with the long bond yield standing at 6.596 per cent.

Putting downward pres-

sure on the Dow was Caterpillar, which plunged \$8.50 or more than 5 per cent at \$56.75 after its stock and several others in construction-linked sectors were downgraded by an analyst.

After running up earlier in the week Boeing's shares slid \$1.75 at \$56. In contrast, shares in retailer Wal-Mart gained \$2.40 at \$38.75 after the company released that same store sales in August rose 7.1 per cent. Sears fell \$1.10 at \$36.40.

Hudson Foods, the producer that faced a recent recall, surged \$3.00 or more than 10 per cent at \$20.00 news that it planned to merge with Tyson.

The technology sector moved mostly higher. Shares in Intel gained \$1.25 at \$95.75, and software producer Oracle gained \$3.00 at \$39. Advanced Micro Devices retreated \$3.00 at \$33.00, a loss of more than 8 per cent, after analysts reported problems for the company.

Gateway 2000, which fell steeply on Wednesday following a profit warning, rebounded, gaining \$4.00 at \$33.00.

TORONTO side-stepped the early weakness on Wall Street, moving steadily on the back of a solid morning session for the heavy-weight banking sector.

Volume was said to be moderate and at the noon calculation, the 300 composite index was up 23.64 at 6,727.80.

Strong third-quarter results from Canadian Imperial Bank of Commerce pushed bank shares higher from the outset.

CIBC added 40 cents to \$36.85 and Toronto-Dominion Bank gained 30 cents to \$34.20. Royal Bank of Canada hardened 5 cents to \$36.60.

Tech stocks were mostly dull. BCE came off 5 cents to \$39.75 and Northern Telecom \$5 cents to \$31.40. Among other leaders, Seagram was well dealt, dipping 30 cents to \$43.85.

ASIA PACIFIC

Kuala Lumpur took another tumble, plunging 10.1 per cent in early trade before renewed support by local institutions pared most of the losses.

By the close, the composite index was 19.61 or 2.6 per cent down on the day at 731.12. The 10th consecutive daily fall extended the market's decline to 21 per cent since August 20, and took the index down to its lowest level since April 1993.

Dealers characterised the day's activity as a battle between local and foreign investors. The foreigners had continued to exit the market on increasing uncertainty over the government's policies to solve its economic problems.

Anwar Ibrahim, deputy prime minister, has said that Malaysia might use the draconian Internal Security Act to punish locals who aided foreigners in selling down Malaysian shares.

However, said one analyst, this made Malaysia look like a harsh, third world country and this was scaring foreigners away.

TOKYO succumbed to profit-taking as investors sold high-tech blue chips after two days of steep gains, writes Gwen Robinson. The

Nikkei 225 average fell 120.11 to 16,615.05 after moving between 18,572.66 and 18,713.47.

Stocks opened lower as domestic corporate investors resumed cross-trading ahead of the interim results book-closing period at the end of September. Many securities houses sold leading issues on their own accounts following a two-day rally in the 225 index of more than 750 points.

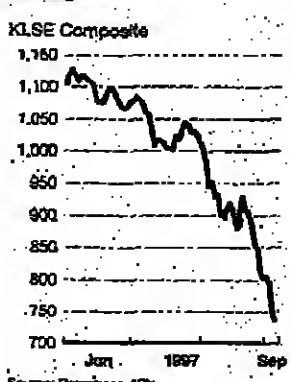
Traders said growing uncertainty over the course of Asian and New York markets fuelled hesitancy. Mixed economic data, including better-than-expected household spending and a surging trade surplus for August, added to anxiety.

Volume eased to an estimated 351m shares from 450m. Declines led advances 658 to 409 with 176 unchanged.

The Topix index of all first-section stocks fell 3.22 to 1,446.63 and the capital-weighted Nikkei 300 was down 0.67 at 282.37. In London, the ISE/Nikkei 50 index rose 1.86 to 1,665.94.

Stock exchanges in Tokyo, Osaka and Nagoya suspended trading in National Securities, a comprehensive Japanese broker belonging to the Matsushita group, following rumours

Malaysia



Source: DataStream/ICV

that the company was to be rescued by Matsushita Electric Industrial. National denied the rumours.

Blue-chip electricals were hit hard. Advantest fell Y200 to Y11,500, TDK Y410 to Y9,650, Sony Y100 to Y11,200 and Tokyo Electron Y150 to Y6,850. Pioneer Electronic fell Y90 to Y2,810 and Sharp Y30 to Y1,150.

Car makers were mixed. Nissan, the day's most active issue, rose Y8 to Y756 and Toyota Y20 to Y3,350. But Mazda fell Y1 to Y445 and Honda was unchanged at Y3,830.

Shipping companies fell on the dispute over Japanese port practices and the US threat of sanctions. Mitsui

OSK Lines fell Y7 to Y208, Nippon Yusen Y11 to Y433 and Kawasaki Kisen Y5 to Y161.

Banks continued to advance. Bank of Tokyo-Mitsubishi rose Y20 to Y2,200, Sakura Bank Y8 to Y733 and Fuji Bank Y10 to Y1,490. Securities houses, however, mostly retreated. Nikko Securities fell Y22 to Y556 and Daiwa Securities Y19 to Y763. Nomura was unchanged at Y1,600 and Yamachi Securities rose Y2 to Y224.

In Osaka, the OSE average fell 64.09 to 19,599.23 and volume surged to 143m shares.

JAKARTA rocketed 4.2 per cent higher in response to the central bank's decision to cut its benchmark interest rates. Investors also correctly anticipated the announcement, after the market closed, that the government was scrapping a 49 per cent limit on foreign purchases of initial public offers and on listed shares. The composite index rose 21.28 or 4.2 per cent to 533.87 in turnover estimated at Rp480bn.

Indo, the mining group, was actively bought as investors tried to close the gap between the stocks' prices on the foreign board and the regular board.

Indo rose Rp785 to Rp3,275 on the regular board while on the foreign board it was unchanged at Rp3,800.

HONG KONG gave back half of Wednesday's mammoth gains in another relatively volatile session, and the Hang Seng index closed 514.82 or 3.5 per cent down at 14,199.17, which was towards the lower end of the market's 600-point trading range.

H shares were harder hit, due to uncertainty on the earnings outlook and corporate asset injection plans. The Hang Seng China Enterprises index fell 98.14 or 7.4 per cent to 1,227.58.

Turnover was a robust HK\$35bn, which was down substantially from Wednesday's HK\$34.6bn.

Among the blue chips, properties led the market down. Sun Hung Kai Properties lost HK\$4.50 to HK\$35.35. A HK\$5 tumble to HK\$237bn in HSBC was attributed to concerns by overseas investors that the bank has too much Asian exposure.

TAIPEI followed Hong Kong lower with the weighted index sliding 312.91 or 3.3 per cent to 9,027.63 as President Lee Teng-bui left for a visit to central and south America. Brokers said there were worries that the president's absence would provoke sabre rattling by China. Electronics led the

shakeout. Taiwan Semiconductor lost T\$8 to T\$151 and United Microelectronics T\$5.5 to T\$117.5. Yageo Corp lost T\$9 at T\$125.

MANILA continued to rally strongly, lifting the composite index 83.55 to 2,077.68 for a two-day rise of 6.4 per cent. Brokers said investors were buying ahead of today's reduction for hanks' liquidity reserves.

Liquidity reserves will be cut from \$ to 6 per cent on a staggered basis starting today. "This makes it clear that government will forego forex volatility in favour of economic growth," said one trader.

Brokers also said the news that President Fidel Ramos fresh hints that he might try for a second term on a platform of constitutional change improved sentiment further.

BANGKOK rose 8.13 or 1.6 per cent to 522.20 on the SET index on bargain hunting. Turnover rose to Bt3.6bn as investors bought deeply discounted bank and finance shares. Thai Farmers Bank was the day's most active stock, gaining Bt2.00 to Bt58. The bank said it planned to increase its stake in finance company Phatra Thanakit from 8 to 49 per cent. Phatra ended Bt2.75 higher at Bt31.25.

Amsterdam slides 1.3% on Wall St weakness

EUROPE

The early weakness on Wall Street unsettled the large Dutch international shares and AMSTERDAM turned in the day's duldest performance among major bourses which solid performances from Aegon and KLM could do little to appease. The AEX index slid 12.34 or 1.3 per cent to 316.27.

Aegon rose FI 2.90 to FI 159.90. Dutch brokers felt the shares were catching up with recent underperformance. There was also talk that the big shareholder, Vereniging, may have been topping up its stake.

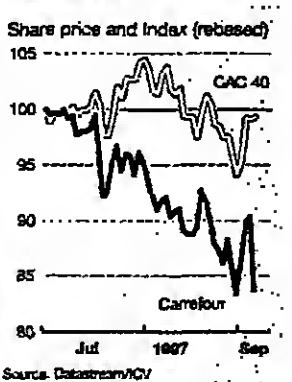
Wednesday's strong traffic figures from British Airways sent KLM FI 1.30 ahead to FI 72.60. "There is good volume in the business at present and KLM will clearly benefit from any strike action at BA," said one broker.

Ahold shed FI 1 to FI 35.40 in spite of solid interim results. Heineken came off FI 7.40 to FI 322.50 in the wake of this week's profits warning from rival Dutch brewer, Groolsch.

FRANKFURT was higher in late electronic trade as a recovery on the bond market led to a catered short covering. The Dax index registered a 31.20 rise to 4,093.43.

As was widely expected,

Carrefour



Source: DataStream/ICV

Steel and engineering firm, Preussag, continued to slide, down DM10.50 to DM480.50, after being hit on Wednesday by concerns that the price it paid for French services firm Hapag-Lloyd was too high.

Lufthansa gained ground, up 65 pig to DM37.05, in the wake of Wednesday's announcement of details of the flotation of the government's remaining 37.5 per cent stake. Small German shareholders will be given a discount if they buy shares.

PARIS gave up early gains to close with the CAC 40 index off 8.07 at 2,928.99. Dealers said there were few available leads with most market participants content to watch events on Wall Street.

Volume was moderate with 12.5m shares traded.

Supermarkets leader Carrefour was one of the day's stronger features, sliding steeply on the back of disappointing interim results. The shares touched a low of FF13.620 before closing at FF13.675, a fall of FF295 or 1.4 per cent.

Promodex continued to lose ground, slipping FF16.00 to FF12.190 for a two-day decline of 2.8 per cent as investors fretted about the viability of the bid for rival retailer, Casino.

Elf Aquitaine's six-month figures sparked initial profit-taking, but the shares quickly recovered to close up FF29.00 at FF7760. Total, which put out solid interim

FF10.00 to FF636, helped by an "outperform" recommendation from Lehman Brothers.

Motors continued to benefit from rumours of government support for industry job losses. Renault put on FF17.20 or 4.4 per cent to FF169.7 and Peugeot gained FF31.00 to FF744.

ZURICH recovered from an opening loss of nearly 1 per cent to close little changed with the SMI index just 0.5 down at 5,478.1 in thin turnover of SF19.1m.

Against the trend, Zurich Insurance jumped SF10 to SF593 after Wednesday's report of a 40 per cent rise in first-half net profit.

ABB fell SF57 to SF217, hit by a statement from the \$6.2bn Bakun Dam project's

holding company that it had been dropped as a contractor. After trading closed, however, ABB said that it and its Brazilian consortium partner believed they were close to agreement with Bakun Hydro-Electric Corp Bhd on the project.

The heavily traded Novartis, which together with Roche was among Wednesday's winners, added another SF12 to SF23.7. Roche certificates, however, retreated SF60 to SF13.220.

CS Group slid 75 centimes to SF183.75 and Winterthur gave up SF14 at SF13.38. Today, shareholders gather in the city of Winterthur to vote on the proposed merger.

Written and edited by Michael Morgan and Jeffrey Brown

Caracas gains ground

CARACAS continued to move ahead strongly with the IBC index advancing 229.92 to 9,992.07 at mid-session yesterday.

Up 1.6 per cent on Wednesday as investors warmed to recent interest rate cuts and news of national debt retirement, the market was showing a further gain of 3.4 per cent.

MEXICO CITY moved broadly sideways with the

IPC index off 20.69 at 4,868.12 at mid-session. The early weakness on Wall Street led investors to take stock after the recent strong gains. Telcel came off 22 centavos to 18.66 pesos.

SANTIAGO tracked the Mexican market, dipping 0.57 to 132.46 at mid-session. Power groups Chilgener and Endesa lost 1.50 pesos to 166 pesos and 3.00 pesos to 314.50 pesos respectively.

South Africa moves higher

Johannesburg shrugged off another dull day for gold shares to close with the leading index comfortably ahead in healthy trading volume.

The all-share Index rose 19.1 to 7,336.9. Industrials supplied good underpinning, rising 13.6 to 9,031.7.

Gold moved narrowly but in the end succumbed to a dull bullion price to finish off 6.1 at 986.8.

Dealers said features were

thin on the ground. Sasol gained 50 cents to R66 in turnover of R43m ahead of next week's results statement. Newly listed Billiton dipped 40 cents to R17.70. Among smaller caps, news that Dynamo had acquired 39 per cent of the retailer sent Esic 76 cents or 63 per cent ahead to R2.00.

Tracking bullion helped 3320, golds mostly moved lower. Vast Reefs lost R1 to R224.50.

FTSE ACTUARIES WORLD INDICES

September 4									
National & Regional Markets									
	FTSE	Index	Day %	Change	Yield	Adj	Total	Index	Index
FTSE Europe 300	84.44	+0.01	-0.27	2.36	0.00	958.95			
FTSE Europe 100	222.21	-0.16	-3.63						
FTSE Europe 300 Regional									
300 UK	954.54	-0.19	-3.73	3.35	0.00	969.46			
300 E.U.	285.02	-0.27	-3.54	1.82	0.00	955.56			
300 Europe	956.24	+0.27	+2.81	1.99	0.00	957.11			
300 E.U. Europe	952.99	-0.15	-1.11	2.64	0.00	957.63			
FTSE Europe 300 Economic Groups									
Resources	956.57	+1.20	-13.34	2.74	0.00	956.00			
General Industries	959.27	-1.25	-12.12	2.02	0.00	960.06			
Consumer Goods	919.53	-0.16	-1.47	1.98	0.00	921.09			
Services	938.97	-1.17	-11.13	2.33	0.00	941.78			
Utilities	948.22	-0.18	-3.30	2.30	0.00	954.85			
Financials	957.77	+0.81	+7.73	2.41	0.00	961.65			

Base rates: UK 10% (base rate), 10% (base rate), 10% (base rate), 10% (base rate), 10% (base rate), 10% (base rate), 10% (base rate), 10% (base rate), 10% (base rate), 10% (base rate).

NATIONAL AND REGIONAL MARKETS									
Figures in parentheses show number of lines of stock									
	US Dollar	Day's Change	Local Pairs	Local Starting	Yen Index	Old Index	Local Current	Local High	Gross Value
									US Dollar
WEDNESDAY SEPTEMBER 3 1997									
Australia (76)	223.00	1.6	208.80	170.70	210.63	303.51	1.6	217.82	204.23
Austria (29)	199.80	0.7	183.35	148.89	185.05	185.05	-0.1	178.44	162.93
Belgium (28)	244.38	1.2	228.80	187.05	231.03	229.26	0.4	241.52	224.63
Brazil (20)	284.67	0.4	247.99	202.74	250.40	532.21	0.4	243.80	245.42
Canada (125)	219.54	0.5	201.89	165.08	203.86	219.97	0.5	212.50	199.65
Denmark (22)	383.09	1.4	357.73	292.46	361.21	353.78	0.6	319.95	293.67
Finland (23)	292.91	2.3	273.67	223.74	276.34	315.18	1.4	245.67	245.76
France (83)	225.11	0.7	211.32	172.76	213.37	216.64	-0.1	243.09	234.47
Germany (95)	222.74	2.0	205.54	170.49	210.57	210.57	1.2	216.39	203.17
Hong Kong, China (86)	310.44	1.1	277.90	230.70	240.55	507.69	0.7	272.44	243.24
Indonesia (27)	141.36	8.2	132.34	108.20	133.63	263.40	8.7	130.64	121.52
Ireland (17)	265.96	0.0	312.82	280.11	345.96	352.44	0.5	355.81	340.22
Italy (53)	101.28	0.1	94.82	77.82	95.74	154.25	-0.4	101.12	94.09
Japan (148)	123.92	3.0	116.02	94.85	117.15	94.85	0.5	107.26	111.97
Malaysia (107)	296.12	-6.7	277.24	226.56	279.94	340.09	-4.3	200.73	235.15
Mexico (27)	1743.05	2.5	1632.49	1334.63	1648.36	1489.99	2.7	1701.34	1583.35
Netherlands (19)	411.07	1.3	384.81	314.55	388.61	384.32	0.5	405.90	377.82
New Zealand (14)	87.10	1.4	82.02	57.05	82.81	73.30	1.2	86.40	80.38
Norway (41)	327.76	0.5	306.86	250.97	309.85	334.51	-0.3	346.24	333.50
Philippines (22)	100.92	-2.3	94.11	78.94	95.02	161.05	2.1	102.85	95.71
Singapore (42)	290.99	2.4	272.44	220.73	275.09	299.33	2.2	294.17	264.37
South Africa (43)	337.19	0.7	316.26	258.56	319.34	346.93	0.6	325.50	312.13
Spain (43)	245.76	0.7	231.03	188.68	233.28	286.72	-0.1	245.17	234.09
Sweden (43)	486.12	-0.1	457.00	373.82	461.46	588.78	-0.1	488.43	454.40
Switzerland (33)	295.82	0.9	276.95	226.43	279.85	275.37	0.9	273.52	245.40
Thailand (42)	37.96	5.3	35.21	33.84	35.05	45.05	0.9	33.22	35.32
United Kingdom (213)	309.49	-0.2	299.18	236.89	292.59	289.76	0.5	340.98	282.38
USA (353)	377.18	0.1	333.14	298.70	336.57	377.18	0.1	376.71	350.49
Europe (87)	344.35	0.2	324.20	263.58	325.54	290.03	0.2	343.77	319.82
Europe (71)	211.58	0.6	232.47	207.88	256.74	263.03	0.4	249.88	251.07
Europe (60)	136.36	0.8	129.81	109.62	131.19	107.73	2.3	175.43	132.52
Europe (56)	138.76	3.0	129.91	106.21	131.19	107.73	2.3	175.43	132.52
Europe (49)	194.20	1.6	181.82	148.64	183.98	165.65	1.4	198.16	171.34
Europe (48)	387.12	0.1	347.21	280.21	347.06	366.40	0.1	365.60	341.05
Europe (47)	244.82	1.0	229.30	187.46	231.93	242.01	0.3	248.43	225.56
Europe (46)	244.82	1.0	229.30	187.46	231.93	242.01	0.3	248.43	225.56
Europe (45)	188.09	1.5	187.55	151.76	185.78	172.37	0.3	195.42	181.82
Europe (44)	250.47	0.3	234.50	191.87	236.78	252.33	0.8	246.12	230.83
Europe (43)	322.50	0.5	293.14	248.85	301.88	317.44	0.4	321.00	299.63
Europe (42)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (41)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (40)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (39)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (38)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (37)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (36)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (35)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (34)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (33)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (32)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (31)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (30)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (29)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (28)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (27)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (26)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (25)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (24)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (23)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (22)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (21)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (20)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (19)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (18)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (17)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (16)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (15)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (14)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (13)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (12)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (11)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (10)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (9)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (8)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (7)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (6)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (5)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (4)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (3)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (2)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78
Europe (1)	255.56	0.8	239.25	196.61	241.59	253.30	0.7	250.44	235.78

REINSURANCE

As reinsurers gather in Monte Carlo, several problems will be on their minds. Fierce competition and rapidly shifting patterns of demand have created new uncertainties, writes Christopher Adams

Storm warning for a watchful industry

Like the Caribbean island of Montserrat, threatened with destruction by the smouldering volcano which towers above it, the world's reinsurance industry is living on borrowed time. Traditionally dependent on the needs of conventional insurers to protect against big losses, reinsurers are finding that demand for many of their core products is falling away. Fierce competition and rapidly shifting patterns of demand have created new uncertainties. Not only are insurers using strong balance sheets to retain much of their own risk, but interest in more sophisticated products that require expertise in areas such as asset management and consulting is growing fast.

The successful sale this summer of \$400m in hurricane-linked bonds to Wall Street investors by USAA, the US-based insurer, sounded a loud warning shot to the industry.

"Needs have become more complex, which all adds to cost. The danger is that people will continue to slit their throats with massive price-cutting," says John Kelly, chairman of non-marine reinsurance at broker Willis Corroon.

Recent years have been kind, despite the escalating cost of natural catastrophes. Floods which swept across central Europe in July devastated thousands of square kilometres of farmland, left hundreds of families homeless and caused billions of dollars in damage. Few people, however, were properly insured.

But as reinsurance executives gather in Monte Carlo next week for their annual

rendezvous with brokers, many will wonder at their ability to pay should another hurricane like the one which devastated Florida five years ago strike again.

Hurricane Andrew brought capital flooding into the industry and spurred a mammoth restructuring as insurers began to attach more importance to the financial clout and geographical spread of reinsurers.

A string of mergers and acquisitions created global giants overnight, culminating in Munich Re's acquisition of American Re for \$3.3bn last year. Now the world's top five reinsurance groups handle more than 60 per cent of the market.

"If you want to be a key player, you need to be global," says Jacques Blondin, chairman of French reinsurer Scor. "The number of reinsurers has halved over the past four to five years and the days of the regional firms are gone. You have got to be in the US, Europe, Asia and emerging markets."

The consolidation is far from over, he says. In the US, especially, there are still too many companies chasing business that is increasingly being taken by much bigger competitors. "Their chances of survival are very slim. There's too much capacity."

Several years without a large loss means there is now a huge surplus of reinsurance capital. This is encouraging underwriters to cut prices for most reinsurance contracts.

Competition has been further fuelled by the rapid growth of reinsurers that were set up on the island of Bermuda in the aftermath of

Hurricane Andrew. These have now grown to maturity and are diversifying away from catastrophe business.

One of them, Partner Re, acquired French reinsurer SAFR earlier this year and several Bermudian companies have been building stakes in the underwriting businesses which comprise Lloyd's of London.

For its part, Lloyd's is battling fiercely to recover market share after ridding itself of the billions of pounds in losses that had threatened destruction. Last year, it returned spectacularly into the black.

From next year, Lloyd's will begin introducing tougher capital requirements for the individuals called Names who have traditionally backed it, in a bid to improve solvency and win a strong market-wide security rating from Standard and Poor's.

However, the resilience of reborn Lloyd's and of its competitors has yet to be fully tested. Premium rates have fallen by up to 25 per cent this year, potentially undermining future profitability should claims increase.

The total size of the world's insurance and reinsurance markets is estimated at \$500bn. A hurricane hitting Miami that caused an insured loss of \$100bn could blow a big hole in some balance sheets.

For some large corporate customers, many of which have set up subsidiaries to underwrite their own insurance, placing risk in capital markets better able to absorb big losses could become increasingly attractive.

It will be up to reinsurers

to respond, either by diversifying or by ensuring that conventional reinsurance contracts remain cost-effective.

The growing popularity of derivative instruments such as catastrophe bonds is only one example of how shifting demand patterns are piling pressure on reinsurers.

Because they have set up their own "captive" insurers, multinationals have less need to buy conventional cover.

They can also pick and choose between reinsurers and insurers. Like many insurance companies, they now demand products from the reinsurance industry which protect their balance sheets against movements in currency and interest rates, as well as risks such as damage to property through fire.

Walter Kielholz, chief executive of Swiss Re, says the boundaries between insurance and reinsurance have become blurred: "Very often we're all sitting at the same table trying to find a common solution for risk management issues. The customer doesn't mind what the counterparty calls itself."

Moreover, insurers themselves have been buying less reinsurance protection after several years of healthy returns from investing in equity and bond markets, which have left them better capitalised.

This, in turn, has led to a shift away from contracts popular in the past where a reinsurer agreed to underwrite a share of an insurer's total risk to ones where it underwrites a layer of cover above what is retained, fueling competition further.

Continued on page 6



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Lloyd's share of the world's reinsurance market has diminished after a bruising crisis

LONDON MARKET • by Christopher Adams

Lloyd's faces uphill struggle

Rivals have forged ahead after severe losses undermined confidence in the London market

Lloyd's of London is trying to come to terms with an uncomfortable truth. Its share of the world's reinsurance market has diminished after a bruising crisis which threatened to tear it apart.

The severe losses of recent years and an avalanche of lawsuits brought by embittered investors have undermined confidence in the London-based commercial insurance market and allowed rivals to gain income at its expense.

Lloyd's share of worldwide reinsurance, which accounts for much of its overall revenue, fell from 6.8 per cent in 1991 to 4.8 per cent in 1994. Confidence has only begun to creep back since Lloyd's managed to rid itself of those losses last year.

"Yes, Lloyd's has survived. It is profitable. But clearly people are looking around and saying can we be sure that Lloyd's will perform the miracle of survival again when an underwriting crisis returns?" says Chris Hitchings, insurance analyst at UBS.

Under its three-year accounting system, Lloyd's this year reported profits for 1994 of nearly £1.1bn, the second most profitable year

in its history. But it warned that profits would fall to £800m in 1996 and deteriorate further this year.

Underwriters have been making up for lost time. But in a fiercely competitive global market, it will be difficult to undercut rivals and stay profitable. Premium rates are in freefall and the big insurance companies with most bargaining power have won 25 per cent reductions this year in what they pay for reinsurance.

Reinsurance, which is effectively insurance for insurers, provides Lloyd's with half of its £10bn in premium income. But analysts expect it to provide less than half in future as more customers retain risk, the pattern of demand shifts, and capital markets are tapped instead.

The top five reinsurers worldwide - Munich Re, Swiss Re, General Re, Lloyd's and Employers Re - changed to its capital structure, which should strengthen the funds underpinning policies and give it a powerful hand in negotiating a strong security rating from Standard & Poor's.

The "chain of security" supporting Lloyd's has several links. Funds held in trust at Lloyd's which belong to Names are the first line of defence for any claim. Once these are exhausted, other personal wealth can be drawn upon. It is only after this happens that a central fund of last resort, to which all capital provid-

"Lloyd's is complicated," says Ron Sandler, the insurance market's chief executive. "A security rating is a convenient shorthand for establishing adequate solvency and would be a useful way of making Lloyd's easier to understand."

The market's ability to meet claims came under great strain from 1988 to 1993. Negligent underwriting, poor regulation and a devastating run of natural catastrophes led to losses of more than \$52n. The individuals called Names whose assets had backed Lloyd's for centuries either refused or were unable to pay. It was only when Lloyd's agreed to compensate them that it was able to transfer the losses into a new company called Equitas.

The market is now trying to improve its weakened standing with centrally-led changes to its capital structure, which should strengthen the funds underpinning policies and give it a powerful hand in negotiating a strong security rating from Standard & Poor's.

The "chain of security" supporting Lloyd's has several links. Funds held in trust at Lloyd's which belong to Names are the first line of defence for any claim. Once these are exhausted, other personal wealth can be drawn upon. It is only after this happens that a central fund of last resort, to which all capital provid-

ers contribute, is used.

The central fund almost collapsed under the weight of liabilities until Equitas was formed last year to take on all pre-1993 liabilities. Lloyd's is determined to avoid a recurrence of those difficulties and has decided that Names should show assets totalling at least 50 per cent of the premiums they support compared with 30 per cent at present.

This would require them to demonstrate the same margin of solvency demanded of the new-style corporate investors which now provide Lloyd's with almost half of the capital it needs.

Most of Lloyd's main competitors, however, also operate more efficiently. This is in part due to the way Lloyd's has evolved. It is wholly reliant on brokers bringing business to a central underwriting room where most risks are negotiated face-to-face and it can take weeks to complete a transaction.

The insurance broking sector itself is a mature industry, where revenue growth is sluggish. Many clients prefer to deal with reinsurers directly, cutting out the middleman. A wave of mergers and acquisitions among the brokers also means that a small number of very large firms - Marsh & McLennan, Aon, Sedgwick and Willis - now supply Lloyd's with more than half of its

business. Their bargaining power has grown.

Lloyd's is trying to reduce internal costs. It has created five new business units out of a central services arm and plans to cut annual spending on tasks such as processing policies and handling claims by 20m. It may also co-operate in these areas with the rest of London's commercial insurance market.

But progress elsewhere has been slow. Industry efforts to speed up the time taken to seal commercial reinsurance deals by exploiting new technology have yet to catch on in the way direct telephone selling transformed motor insurance.

In addition, some underwriters argue they are hamstrung by a system which requires them to raise fresh capital annually.

Many have already strengthened links with corporate investors to create insurance companies backed with permanent funds and are trying to buy the rights from Names to participate in syndicates.

Moreover, analysts say Lloyd's relies too much on mature markets such as the US, where growth in insurance barely exceeds inflation and competition has intensified since Bermudian-based companies started snatching business. If Lloyd's is to succeed in tough market conditions it will have to diversify out of areas where it has traditionally been strong.

CONTINENTAL EUROPE • by Herbert Fromme

Price wars hit German market

Reinsurers say that the downward trend of premium income will not last long

The effects of liberalisation in German primary insurance have finally caught up with the reinsurers in Europe's largest insurance market. Some companies are more worried about this trend than about the continuing fall in global catastrophe reinsurance premiums, which has been dominating the debate over the past two years.

"We are watching very carefully what is going on in motor and industrial fire," said Hans-Peter Gerhardt, a director of Cologne Re, which is part of the US-based General Re group.

German primary insurers traditionally cede to reinsurers a large proportion of their gross premium income in property and casualty insurance under proportional treaties. This means that the reinsurer receives a fixed percentage of the premiums, and participates with the same ratio in the losses.

Because of the first significant price war in third-party liability, German motor insurers suffered a decline of 3.7 per cent to DM42.5bn (US\$23bn) premium income last year. There was a drop of 4.5 per cent to DM4bn in industrial fire premiums. These declines in premium income are wholly due to price reductions while the number of insured risks is actually increasing.

Whether they want to or not, reinsurers are participating in the price wars through proportional treaties. "This decline in income is, in the long run, having a

greater effect on reinsurers than the sharp fall in catastrophe reinsurance prices. Cat business forms only a small segment of our total portfolio," said Mr Gerhardt. "Prices in catastrophe reinsurance cover have gone down so drastically that you would think they could not fall further. Prices in other areas have also declined although far less markedly. I expect that this trend to continue in the next two to three years," Mr Gerhardt added.

Managers at the world's largest reinsurer, Munich Re, with gross reinsurance premiums of DM19.2bn in 1996, agree that the market is still very soft. But they also argue that the present downward trend will not be as long and as severe as that seen in the late 1990s and early 1990s.

"Lloyd's and other market participants are behaving very differently now," said Hans-Juergen Schinler, chairman of Munich Re. Fedor Nierhaus, a member of the Munich Re management board, stresses that prices had been unusually high in 1993 and 1994. "Even if prices for cat cover were now down by 50 per cent, which they are not, they would still be more than those of the late 1990s."

The financial results of German reinsurers are, on the whole, not yet reflecting the worsening market conditions. According to preliminary figures, Munich Re in 1996 increased its profit after tax by 15 per cent to DM700m. Cologne Re expects a profit after tax of more than DM150m, an increase of DM25m from 1995. Hannover Re's profit after tax soared by 60 per cent to DM108m. A drop in underwriting results is widely expected for 1997 and 1998, but even that is

unlikely to push companies into the red.

Over the past five years, the profitability of reinsurers has grown strongly - not as quickly as that of primary companies, but more steadily. Primary insurers are more vulnerable than reinsurers to a sharp downturn in profits once the present price wars have filtered through to their accounts.

The effects of the present cycle combine with continuous structural changes in the market. For some years reinsurers have been under pressure to adjust if they want to retain volumes and profits. These pressures are:

■ Primary insurers are larger and stronger as a result of mergers and acquisitions and are therefore prepared to carry more risk. For instance, Allianz AG is not only Germany's largest primary insurer but is also Ger-

many's second largest reinsurance company. It had a premium income of DM9.9bn in 1996, nearly all of which was derived from members of the Allianz group. Its purchase of reinsurance from outside the group has therefore decreased.

■ When primary insurers' earnings are high, they cede less of their premium income to reinsurers.

■ Traditional proportional reinsurance is declining in importance, partly because

Germany's 15 largest reinsurers

Company	1996 Premium Income DM bn
Allianz Holding	9.9
Gerling-Konzern Globale Re	2.1
Frankfurter Re	1.8
Er-Re	1.5
Deutsche Re	1.4
ERGO Aachen	1.3
Verbind Offentliche L	1.2
All Reinsurers	1.1

reinsurers are no longer seeking this business. Excess-of-loss cover and other forms of cover have become more important, but usually yield lower premium volume.

■ Premiums from large corporations are static, because of higher deductibles, lower prices and better risk management. This is traditionally a key area because large volumes were once ceded to reinsurers.

While demand is down, consolidation among reinsurers has led to the same or even more capacity being offered. Lloyd's increased its capacity, and the Bermuda catastrophe reinsurers are seeking other business beyond the pure cat cover.

Market participants are responding differently. Takeovers and consolidation among reinsurance companies are still one method of increasing business. A wave of consolidation, shook the markets in 1994 and 1995, when Cologne Re was acquired by General Re, Frankfurt and Aachen Re by Employers Re.

But it did not stop there. In 1996, Munich Re acquired American Re and Swiss Re acquired the UK reinsurer Mercantile & General. This year, Swiss Re sought to protect its share in the French market from rival Munich Re by buying French reinsurer SARR, which it passed on to its ally Partner Re. In Italy, world number two reinsurer Swiss Re became a majority shareholder in reinsurer Unioritas. With gross premium income of \$574.2bn in 1996, Swiss Re is vigorously trying to bridge the small gap that will enable it to overtake the number one reinsurer, Munich Re.

The market's changes go beyond the tendency towards consolidation. Reinsurers are beginning to compete directly with their own customers, the primary companies, for corporate clients.

Munich Re says it is reluctant to do this. "But I do believe that sooner or later a grey area will develop between primary insurance and reinsurance," says Mr Schinler. He can imagine a situation where "large risks are placed in consortia, of which the reinsurers will be part."

The new products developed by reinsurers in their alternative risk transfer (ART) divisions are also aimed at primary insurers as well as at large corporations.

Munich Re has reacted in yet another way to the market changes. It expanded its primary insurance interests considerably by acquiring a majority of Victoria Versicherung and integrating it with its existing insurers Hamburg-Mannheimer and DEK. The newly-created Ergo group will, with DM21bn premium income, become Germany's second largest insurer.

In this way, Munich Re hopes to counterbalance possible pressures on results in reinsurance. At the same time, it is able to keep its powerful influence on developments in the German primary market. This strategy is not without risks. Munich Re might alienate customers who would not wish to place reinsurance business with a group that at the same time is one of their biggest competitors.

US • by John Authers

Elements in America have been kind

Despite the fall in premiums, underwriting last year was the best for a decade

The US reinsurance industry has a much brighter look about it these days. There are fewer, bigger participants in the wake of the 1996 wave of consolidation which has affected the US market as much as it has affected any other reinsurance market.

The industry's profitability looks much healthier, despite continuing complaints about over-competition, and despite indications from several sources that premiums have dropped back to the levels seen before 1993 when Hurricane Andrew forced a repositioning for the industry.

Despite the fall in premiums, underwriting performance last year was the best for a decade. This partly reflects the growing trend for reinsurers to cover losses in excess of a given level, as opposed to a proportion, which has had the effect of leaving their performance strongly exposed to one-off catastrophes.

In years when there are few big one-off events, reinsurers can expect to prosper under this system.

Catastrophe losses, thanks to a series of severe weather incidents and earthquakes in the US in the late 1980s and early 1990s, had ballooned to unprecedented levels. They peaked in 1992 at \$22.97bn for the entire US insurance industry, when the US was hit by two large hurricanes - Andrew in Florida, and Iniki in Hawaii, and reached an all-time high of \$17.06bn in 1994, the year of the Northridge earthquake.

By comparison, the American elements have been kind to insurers and reinsurers during 1995 and 1996, and during the first half of 1997. Total catastrophe losses last year fell to \$7.35bn.

This has fed through into underwriting results, particularly as measured by the conventional yardstick of the "combined ratio" which expresses total costs, both from administration and from losses paid out, as a percentage of total premiums received.

According to a survey conducted by the Washington-based Reinsurance Association of America (RAA), a group of 45 property casualty reinsurers reported a combined ratio of 101.5 per cent in the first six months of this year, compared with the combined ratio of 104.8 per cent reported by a similar group of reinsurers in 1996.

The association said the ratio was attributable to a 69.8 per cent loss ratio and 31.7 per cent expense ratio. By historical standards these ratios are very low. In 1992 the ratio hit 118.3, while

in the mid-1990s the industry suffered several awful years, generally as a result of unforeseen liability claims. The ratio hit a high of 121.4 in 1995.

Interestingly the improved underwriting has come against a background of both lower premiums, and higher revenues for the industry. According to the association, the reinsurers surveyed wrote \$9.8bn of premiums during the first six months of 1997, a 6.5 per cent increase from the \$9.2bn written by the same group in 1996.

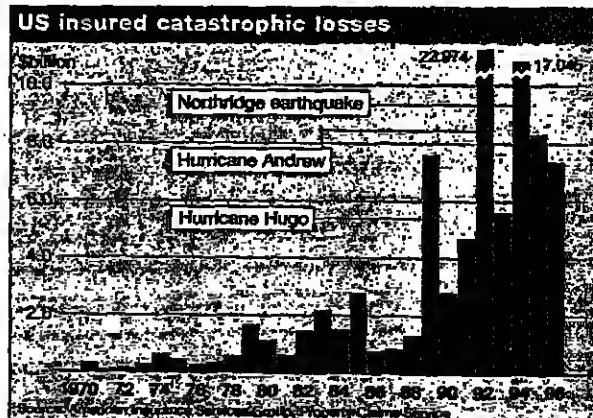
Can such calm conditions continue? Craig Elkind, a director of Standard & Poor's, the rating agency, who covers the industry, suggests that there are problems.

He says: "I'm seeing a contradiction in the market, in that for the past three or four years people have been complaining about softening

and argues that with ample reserves to cover environmental liabilities, where generally losses only need to be paid out over a period of some decades, reinsurers have been able to invest in longer-term securities, which offer them a higher yield, and also to explore higher yielding mortgage-backed securities.

Consolidation in itself, which has left the remaining participants larger and with more capital, has been a further factor behind the strong returns. The smaller operators, meanwhile, seek to develop specialised niches, looking for openings such as those already well exploited by the Bermudian reinsurance industry.

While these conditions last, the industry has even adopted new measures of performance, with return on equity now seen as the key benchmark for performance. Swiss Re was the first of sev-



pricing, and even inadequate pricing. They've been complaining about over-competition. But we've seen companies continue to grow at a pretty decent clip."

He suggests that the improving catastrophe picture - and the fact that reinsurers bore a relatively small share of the losses caused by Northridge - has a lot to do with these unusual conditions. The industry has also been spared big surprise liability issues, such as those caused in recent years by the collapse of the savings and loans industry, or by environmental clean-up measures.

But before long, falling prices "will have to manifest themselves in company results."

The economy is also working in US reinsurers' favour. At present, only the largest US reinsurance companies have significant investment holdings in equities, but while the current benign macro-economic conditions continue, with low inflation and robust growth, they can continue to trade profitably. A resurgence of inflation, or an equity bear market, would be damaging.

Reinsurers have taken steps to ensure they benefit fully from the current benign conditions. Strengthened retained reserves have helped, for example. Mr Elk-

eral reinsurers to announce that it was aiming for a 15 per cent return.

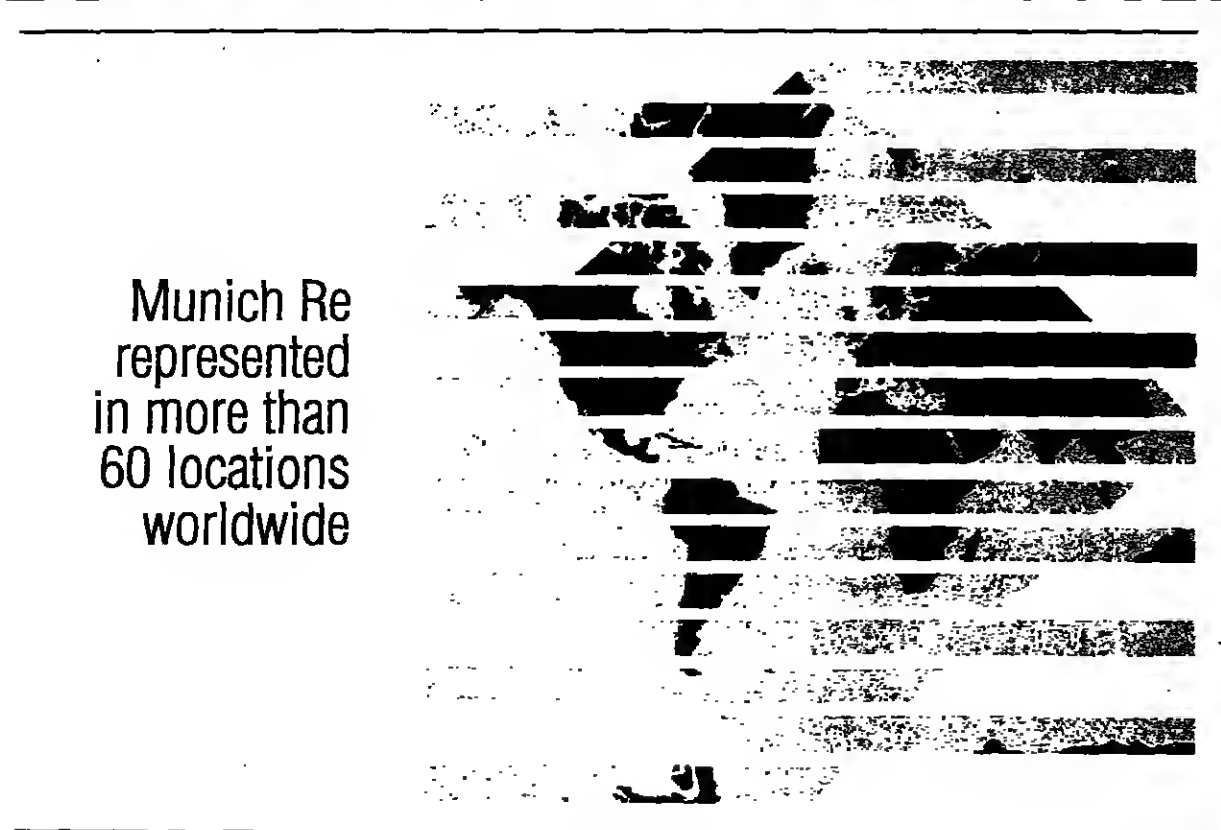
However, the issue of whether excess earnings should be retained or paid back to shareholders remains an awkward one.

The true test of whether the industry has put its house in order will come with the next big catastrophe.

This would bring added competition from the alternative bond and derivatives products which are aimed at the world capital markets.

While premiums are so low, it is difficult for the emerging market in securitised reinsurance, offered in the form of "catastrophe bonds", to make inroads into the traditional market. Bond investors would in any case be suspicious of any bond which offered an insurer reinsurance at a significantly lower price than they could obtain in the conventional market.

But Hurricane Andrew was regarded by meteorologists as a "near miss". If it had been a little stronger, and had made a direct hit on the most affluent suburbs of Miami, some estimates put the total potential costs at \$50m - roughly treble the actual costs, and utterly dwarfing Hurricane Fran, last year's most expensive event, which created losses of about \$1.5m.



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FRANCE • by Andrew Jack

Scor leaves its rivals standing

Consolidation and the search for critical mass has dominated the French market

Jacques Blondeau, chairman of this reinsurance group, looks puzzled when asked to comment on his rivals in the domestic market. "There is hardly anyone left in France," he says. "There are a few boutiques, but they are ultra-marginal."

Certainly his Gallic competitors are way behind Scor. From humble beginnings as a state enterprise in 1970 designed to create a French competitor to the rival global reinsurers, Scor now claims that it ranks among the world's top five.

But Mr Blondeau's response also indicates the degree to which consolidation and the search for critical mass has dominated the French reinsurance market as it has in much of the rest of the world.

tised rival, AGF, of its controlling stake in Safr, a company bought by Swiss Re and subsequently acquired by Partner Re in Bermuda.

Meanwhile, Scor's investor base has also changed fundamentally during the 1990s, with the ending of a shareholder pact, the withdrawal of UAP as the dominant shareholder, and the opening of its capital to outside investors.



Jacques Blondeau predicts that drop in turnover will continue

The degree of concentration is clear from the latest figures from the FFSA, the French federation of insurance companies. In 1996, from a total reinsurance turnover of FF777bn (\$12.5bn), the top nine companies alone reported a total of FF62bn. And their control over total premium income grew compared with previous years.

The shake-up has left two important questions for observers. The first is whether the smaller reinsurers that remain can survive

independently. "There is a high degree of sophistication now required for assessing pricing and analysing risks," says Lewis Phillips, insurance analyst with Fox-Pitt Kelton. "Technology is moving to the stage where the larger players are still able to devote the resources but the others may not be able to do so."

The second question is whether France will continue to follow a more general trend - that of direct insurers ceding their interests in reinsurers. After the sales by AGF, GAN and UAP, there are just two reinsurers in the country that are still controlled by insurers: Axa Re, by Axa-UAP, and Sorema, by the mutual insurer Groupama.

"The conclusion we've arrived at is that insurance and reinsurance are complementary cousins, but completely different," says Mr Blondeau. "Examples of insurers owning reinsurers have almost entirely disappeared."

Mr Phillips adds: "It's part of the general international trend towards specialisation." He also raises a more general point: "It is difficult to classify reinsurance within national boundaries. Scor is an international reinsurer which just happens to be domiciled in France."

After a rebalancing exercise carried out by the current management, just half of Scor's business now comes from Europe, with a further 35 per cent from the US and Canada, and the rest split between Asia and South America. It is a portfolio division with which Mr Blondeau is satisfied.



He master-minded the North American expansion with the acquisition of the reinsurance activities of the US group Allstate. As for future take-over plans, he says: "We are purely opportunistic. I don't see any more development in Europe or the US. It is a question of price, run-off problems and portfolios. The only thing I won't do is grow for the sake of growing."

Scor's diversification has proved useful recently, given that France itself has been the focal point of two of the more painful and highly-publicised claims last year: that of the fire in the Paris headquarters of Crédit Lyonnais, the state-owned bank; and in the cross-Channel rail tunnel



The fire at Crédit Lyonnais (left) and in the cross-Channel rail tunnel were two of the more painful claims in France last year

operated by Eurotunnel. Each will cost Scor some FF100m.

That aside, claims on reinsurers have been low for the past two to three years. That has helped them to increase profits, which rose 57 per cent to an aggregate FF2.4bn last year for the top nine French companies.

But the consequence has been tougher competition, with more insurers retaining a higher proportion of the risks for themselves; the emergence of new operators, notably from Bermuda; the creation of alternative forms of risk cover such as captives; and strong downward pressure on tariffs.

As a result, the French reinsurance sector reported a 10.3 per cent decline in turnover in 1996 compared with the previous year. Mr Blondeau predicts that, in 1998, the drop in turnover will continue, with tariffs declining far more sharply than claims, putting a renewed squeeze on the sector's profits.

At the same time, he says that the large western economies have reached maturity for insurance and reinsurance cover for goods and property. The market will grow simply in line with economic growth. More business will come from personal risk business, in areas such as health care provision and directors' responsibility insurance.

He also points to eastern Europe and south-east Asia, with higher growth rates and the presence of relatively few local insurers, creating a considerable market for the French and their competitors. But he warns that companies should not "indulge in infantile enthusiasm" in expansion plans in some of the Asian economies where insurance is still very poorly developed.

For French reinsurers, their other significant recent change has been the move to a new system of regulation and control, for which they had lobbied. Insurers are also increasingly taking heed of credit ratings of the reinsurance companies before placing their risks.

Mr Blondeau also has an additional challenge. While Scor is now one of the world's leading reinsurers, its shares still trade at a significant discount to net asset value. He argues that this reflects the historically closed shareholding base of the group, and predicts it will improve in the coming months. He, at least, seems confident of the future.

BERMUDA • by Patrick Jenkins

Tame cats hasten diversification moves

After several years of growth the island is becoming increasingly crowded

It is just five years since the shaken catastrophe insurance industry that Hurricane Andrew left in its wake spawned a new specialised market eager to take up the huge slack in supply of capacity.

In August 1992, Andrew produced more than US\$15bn of insured losses and put tens of insurers out of business. Less than three months later, Mid Ocean sprang up as a specialised Bermudian catastrophe reinsurer facility. Since then fledgling property/catastrophe reinsurers have flourished in Bermuda, drawn to the offshore paradise not least by its liberal tax regime.

After several years of rapid growth, the market and the island that is its home are becoming increasingly crowded. With insurers backed by the kind of capacity that Andrew made them believe they needed, and no recent catastrophe on anything like that scale, the market has softened leaving spare capacity sitting around and impatient shareholders eager for it to be redeployed.

The pressures of a soft market in which premium rates continue to fall are prompting the Bermudians to evolve and adapt almost as fast as they sprang up in the first place. Without a disaster, and a fairly hefty one at that, to shake the market out of its softness,

Tax benefits

Under an agreement valid until 2010, Bermudian registered insurers benefit from almost total tax exemption: they pay no corporation tax on profits; there is no premium tax on business written out of Bermuda (and only 1 per cent excise tax on reinsurance business written out of the US); and there is no capital gains tax, provided investments are non-US. Needless to say, the Bermudians have only non-US investments.

The current tax break deal is likely to be renewed in 2010, if Bermuda's coffers lose out in direct fiscal income, the peripheral gains, stemming from an industry which otherwise would gradually relocate to another exotic tax-friendly haven, are huge.

they are under pressure to use spare capacity to guarantee risks other than the traditional catastrophe risk.

Of the 18 Class 4 insurers, eight were originally conceived more or less as cat reinsurers. Within the next year they could all be diversifying their business to include cat business, moving Bermuda away from one of its main reasons for existing. Acquisition has thus far been the most common tactic.

Bermuda has undergone the kind of internal consolidation that has infected all the world's markets to varying degrees. There was the hostile takeover of Tempest Re by ACE in mid-1996, and earlier this summer Exel's acquisition of Global Capital Re. But top industry insiders agree that the intra-market revamp will end there. Any mergers and acquisitions activity involving the Bermudians is in future likely to see a local insurer use an

international acquisition to diversify.

That trend has already been set by Partner Re, which opted to buy French reinsurer SAFR and demonstrated that even the previously committed Bermudian cat reinsurers are having to refocus.

But it is the reformation of Lloyd's that is arguably providing and is likely to continue to provide the biggest and most significant opportunity for the Bermudians to diversify through acquisition. Since Bermuda began blossoming as a cat reinsurance centre, there has been keen rivalry between Bermuda and London, with Bermuda accused in the early years of slashing rates to win Lloyd's and London market business. Nowadays in Lloyd's post-Reconstruction & Renewal struggle to win back the world's confidence, it is they that are accused of rate-slashing. By being in both places at the

same time, those Bermudians that are diversifying into Lloyd's are minimising the effect of a Bermudian market competing against a London market.

Leading Bermudians, many of them cat specialists, now have a strong position at Lloyd's. LaSalle Re earlier this year created LaSalle Re Corporate Capital. Mid Ocean owns Octavian. Terra Nova owns Octavian. Exel owns (and therefore Global Capital Re has a connection with) a 20 per cent stake in Venton. ACE owns (and therefore Tempest Re has a connection with) Methuen and Ockham. Western General owns Catlin. Between them the Bermudians at Lloyd's control one fifth of the market's \$10bn (\$17bn) capacity.

A year ago sources at IPC Re, one of the most cat-focused of the reinsurers, disclaimed the double-gearing that such diversification entails. Today, the company is studying such possibilities. It has so far resisted the temptation to take one of the easiest routes of buying or setting up a Lloyd's syndicate, perhaps because of that very point of gearing, which has caused similar, higher-profile rows at Lloyd's, too. But even if IPC Re chooses not to follow the likes of LaSalle Re and Mid Ocean and move into Lloyd's, the group now freely admits that it is likely to select some method of accepting the reinsurers in Bermuda pushing the indigenous cats to make the reinsurance world an even more homogeneous global business than it already is.

Gearing has been the key

to what has previously made the pure cat reinsurers strong. Pure cats such as IPC Re, Partner Re (until recently) and Renaissance Re had all "stuck to their knitting", as the Bermudian jargon goes. But that was because they were strongly enough capitalised with such low ratios of exposure to capital that they did not need to flatten that exposure. The longer there is no significant cat loss, however, the more tempting it becomes to start using capital in other ways.

The need for the Bermudians to start employing their capital elsewhere has

Cat specialists	
Their pledge to the CEA*	
Exel Re	\$m
IPC Re	100
Global Capital Re	45
Tempest Re	25
LaSalle Re	20

not simply meant a buying spree. Flattening the high-risk curve by offsetting low-frequency/high-severity cats through the acquisition of more predictable business has certainly been one strategy, but the Bermudians are also aiming to be at the forefront of new and alternative developments.

As a group, the Bermudians made a marked impact on the abortive California Earthquake Authority bond issue when it was put together a year ago. While the rest of the

world's primary insurers and reinsurers are frantically setting up Alternative Risk Transfer (ART) operations, the Bermudians have been relatively unmoved by the index-linked approach.

The other alternative to reinsurance that is beginning to prove attractive in Bermuda is the conversely non-index-linked Aon Re-planned Catastrophe Equity Put option, which fixes the price at which fresh capital can be raised in the otherwise hectic aftermath of a catastrophe. Cat Ltd and LaSalle Re have both shown an interest in structuring CatEPut options.

The facility is clearly a good mechanism for buoying solvency margins and ratings, but for the companies with the strongest solvency margins and ratings it carries as little attraction in a soft market as ART. Even a conservative cat reinsurer such as Renaissance Re admits to having looked at CatEPuts, but is likely to hold off for the time being, or be "more creative".

Also afoot is the imminent creation of Catex Bermuda, the local version of the New York Catastrophe Risk Exchange, which hails itself as an electronic trading floor for cat risks.

The Bermudian insurance market remained fairly stable in a soft, low-loss market in 1996. Class 4 incorporated insurers, defined as excess liability insurers and reinsurers and/or property/casualty reinsurers, overall cut net retentions slightly but on the whole saw gross business grow steadily. Total business coming in was up from \$3.7bn to \$3.4bn.

Class 4 incorporated insurers			
By company ranking, 1996			
	Written premium gross \$m	net \$m	net income \$m
ACE Bermuda	2,294.4	2,294.4	2,294.4
Exel Re	729.4	587.1	288.1
IPC Re	610.0	311.2	83.6
Tempest Re	205.9	205.9	249.7
Global Capital Re	193.8	n/a	90.9
LaSalle Re	109.6	109.6	28.8
ACE Bermuda	2,294.4	2,294.4	2,294.4
Exel Re	729.4	587.1	288.1
IPC Re	610.0	311.2	83.6
Tempest Re	205.9	205.9	249.7
Global Capital Re	193.8	n/a	90.9
LaSalle Re	109.6	109.6	28.8

although net premium was steady at US\$2bn. This relative slippage can be put down to the steady growth of Bermudian-registered insurers' proportional interest in the non-cat market, where (re)insurers will cede gross premium far more readily than would a cat specialist.

Generally, the era of Bermuda as something special and peculiar is fizzling out. The Bermudians are diversifying and expanding and setting up shop abroad. In short, they are becoming increasingly like the rest of the world's reinsurers. All of which means that the next time the Big One comes around - and it will - there will be ample room for another whole concept of reinsurance to develop just

as Bermuda emerged in response to the capacity-hungry market that Hurricane Andrew left behind.

That concept looks at the moment as though it will be ART, but whether ART is solid or conceptually mature enough to be able to respond at a time of crisis is something that the world's (re)insurers and capital markets will have to wait to find out.

With top mainstream reinsurers such as Swiss Re choosing Bermuda as an underwriting location for its latest ART arm Swiss Re New Markets, the island may yet come full circle and play host to the next reinsurance revolution, catastrophe permitting.

Patrick Jenkins is Senior Writer on the Financial Times newsletter World Insurance Report.

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4 REINSURANCE

RISK AND CAPITAL MARKETS •

Storm signal for bond investors

Investment banks have launched a new concept of securities linked to catastrophes

Reinsurers in the US are grappling with a new concept - risk securitisation, writes John Authers.

The idea, discussed enthusiastically by investment bankers ever since Hurricane Andrew hit southern Florida five years ago, now seems at last to have gathered critical mass. Bond investors, as well as reinsurers, could now be liable for meeting general insurers' excessive losses when the next big catastrophe, such as a hurricane on the eastern seaboard, or an earthquake in California, hits the US.

But while these changes could have a profound impact on the industry, making diversification of risk much easier, and giving reinsurers ready access to the full capacity of world capital markets, it seems certain that the drivers of competition will remain the same, and that reinsurance companies will need the same skills to be successful.

Securitisation involves insurers and reinsurers offering bonds where repayments of interest or capital are contingent on a given catastrophic event. If, for example, a hurricane hits Miami within a stipulated period, they might lose their payments, or even forfeit some capital. If the worst does not happen, however, they will receive higher rates of interest than are available on the rest of the market.

The subject is complex, and the transaction costs of

being an innovator, launching bonds when there are no agreed standards or templates, have been prohibitive. But investment bankers now claim that enough deals have been launched to prove that the concept is workable, and to ensure that legal and administrative costs for the next companies which plunge into the market will be no higher than for a more conventional bond issue.

Although most action in the field has so far been in the US, the investment banks which underwrote the first few securities also intend to globalise their offerings, pointing out that global capital markets have far greater capacity than the reinsurance industry.

In Wall Street, three bond deals in the past 12 months have commanded attention. First, St Paul Re, the Boston-based reinsurance operation of St Paul Insurance, launched a bond where repayments of interest are tied to the company's underwriting performance. Investors only lose if St Paul Re's performance is below a specific target.

Since then, USAA, a large US property insurer, has offered a bond the repayments of which are contingent on whether a hurricane hits the east coast creating losses for the company above a certain threshold, while Swiss Re, a reinsurer, successfully launched a bond where repayments will be affected if an earthquake in California creates losses above a fixed threshold.

Some insurers seem to regard the development as a threat. However, Wall Street is keen to play down the fears, suggesting that a fairer analogy would be the development of the mortgage



Hurricane Andrew stimulated debate about spreading the risk to bond investors

and credit card industries after the creation of securitised mortgages and asset-backed securities.

According to Andy Kaiser of Goldman Sachs, which has led several of the initial deals, "We think reinsurers may be very well positioned to take advantage of the capital markets because they can source risk on a global basis. Making the analogy with asset-backed securities, Wall Street's role is to facilitate capital flows and liquidity to absorb losses which otherwise have been held within a relatively thinly capitalised industry."

He added: "Capital is no longer going to be the driver of success for reinsurers. The competitive drivers are going to be the ability to source risk efficiently, underwrite it well and service their customers."

He suggested there was a direct link with mortgage lenders and credit-card companies. In both industries, the advent of securitisation had made it easier for smaller operators to build market share, and had increased return on equity, he said.

Securitisation is not the only way that reinsurers can use capital markets. Financial derivatives based on catastrophe indices are also now available, with Chicago's Board of Trade putting heavy emphasis on them.

These allow insurers, or speculators, to hedge against the risk of a specific event occurring. Thus Carolina hurricane futures would pay out if a hurricane hit the Carolina coast.

They differ from standard reinsurance in that they are not specifically tied to a particular company's loss experience. If an insurer happens to have insured all the houses which were directly in the way of the hurricane, or were more poorly built, derivatives might not necessarily cover the full magnitude of their loss. If their losses were less than average, derivatives might render them a profit.

This means that derivatives are not a direct alternative to reinsurance. However, they have attractions for companies which are attempting to manage their overall risk exposure because they are more liquid and transparent and allow for companies over-exposed in a particular area to take on a broader range of risks.

Also offering a radically new departure is the Bermuda Catastrophe Risk Exchange (Cater). This is an electronic market place, administered offshore from Bermuda, which allows reinsurers to diversify risks.

By the law of averages, the argument goes, by diversifying each reinsurer should be able to lower the risk that

they will be hit hard by a one-off repeat of Hurricane Andrew. This, in turn, should allow them to reduce the rates they offer primary insurers.

Reinsurers which subscribe to the system can trade risks using the standard "bid-and-ask" system, while participants are monitored by the Bermuda authorities. Cater will allow direct "risk swaps". For example, it suggests that a company might want to cede \$50m in Florida Windstorm exposures to another insurer, and assume \$100m in Midwestern Tornado exposures in return. The amount on each side of the trade, the specific perils and regions involved, and the percentage co-payment can all be negotiated.

Trading is allowed in units as small as \$1m in a bid to encourage companies to experiment with the market, and to ensure that there is adequate liquidity.

But this is not a way to avoid paying up for risks which reinsurers think in hindsight they should not have underwritten. Again, securitisation does not affect the basic drivers of competition in the industry: each company must retain at least 30 per cent of any given risk which it trades, thus ensuring that it still has a financial incentive to pay only legitimate claims.

PROFILE

Unusual desire for super-cat business

Warren Buffett's insurer may be a minnow but it has competitive advantages

Insuring California against earthquakes and Florida against hurricanes brings with it the kind of risks even seasoned reinsurers shy away from. But in the heart of America's Midwest there is one company that actively seeks out such "super-catastrophes".

Businessman Warren Buffett's Berkshire Hathaway. As an insurer, Berkshire, based in Omaha, Nebraska, is a familiar name in the world of equity consolidating funds. And its chairman, Mr Buffett, is better known for his policy holdings and highly successful investment track record than his deep knowledge of the insurance industry. But that cannot disguise the fact that Berkshire is a company with an unusual appetite for risk and an impressive amount of capital, which is giving it a competitive edge in the reinsurance market.

Mr Buffett, who became Berkshire's controlling shareholder back in 1955, has always felt comfortable with insurance. One of his first investments was into Geico, a direct insurance company which these days writes mainly low-cost, direct motor policies; not unlike the UK's Direct Line. Geico's logo even sports a telephone, though in a subdued yellow rather than Direct Line's fire engine red.

Since the start of 1996, when Geico became a wholly-owned subsidiary of Berkshire, the company's insurance operations have become the largest of the group's direct revenue businesses. It is fair to point out, however, that by far the largest part of Berkshire's value comprises its stakes in other listed companies, including significant holdings in Coca-Cola, American Express and Gillette.

Mr Buffett is not in insurance by accident. Though he fully acknowledges the risks of the industry, in his 1996 letter to Berkshire shareholders he wrote: "In insurance, it is essential to remember that virtually all outcomes are unpleasant. Our business is unpleasant because we can get

something done quickly and quietly."

Because premiums are received before losses are paid, writing policies gave Berkshire money up-front which it could invest in the stock market to great advantage. As long as it could break even on the underwriting, ran Mr Buffett's reasoning, the group could effectively invest that money at no cost to itself. The figures speak for themselves: between 1967 and 1996, Berkshire has produced an underwriting profit more often than not and the size of its "float" - the free money - has grown from \$17m to \$8.7bn.

This drive to increase that float and its own growing size gradually led Berkshire from direct insurance into conventional reinsurance. The drive to increase that float and its own growing size gradually led Berkshire from direct insurance into conventional reinsurance.

and thence into super-cat reinsurance, where capital resources are critically important. By the end of last year, the group's insurance division had a statutory surplus as regards policyholders of more than \$6bn - the envy of most of its rivals.

That gives Berkshire huge competitive advantages. First, customers buying reinsurance know that the group can and will pay out under the most adverse of circumstances. Second, Berkshire can provide cover of a size neither matched nor approached elsewhere in the industry, and it provides itself with rapidly average firm commitment - often after a single phone call. According to Mr Buffett, the president of the group's reinsurance division: "One of the key reasons our clients come to us is because we can get

something done quickly and quietly."

Finally, after a catastrophe conventional insurers might find it difficult to obtain reinsurance. Just when their need for it is greatest. At such a time, Berkshire would almost certainly have the resources to underwrite more cover, though, obviously, it will serve its long-standing clients first. This has led big insurers and reinsurers throughout the world to start paying "stand-by" fees to Berkshire to ensure readily available cover in case of a disaster.

As for Berkshire's own track record in catastrophe insurance, it seems to be a case of so far, so good. Over the past three years, its catastrophe excess-of-loss policies have earned it \$97m in premiums and \$50m in underwriting profits. Against that, it has lost around \$15m on the 1994 California earthquake. Mr Buffett, with typical caution, has repeatedly warned his shareholders that the performance of this kind of business must be measured in decades not years. "A truly terrible year in the super-cat business is not a possibility - it's a certainty. The only question is when it will come."

In fact, Berkshire's ultimate exposure is limited, even under extreme circumstances. During 1996, it underwrote the two highest single catastrophe risks ever assumed by one company - a roughly \$500m contract with Allstate covering Florida's hurricanes and \$1m of the \$5m cover set up by the new California Earthquake Authority. And it has not laid off any of that risk. Even so, however, Mr Buffett estimates that his firm's losses from a true mega-catastrophe would be no more than \$800m - little more than 1 per cent of its current \$85m market capitalisation.

Moreover, his exposure is curtailed in time as well as size, and thus a far cry from the kind of long-tail asbestos liabilities which dogged Lloyd's of London in the early 1990s. Berkshire's California earthquake contract currently runs for five years until March 2001. So while Mr Buffett will be hoping that the "big one" does not strike quite yet, he is unlikely to be losing any sleep at the prospect.

Daniel Bogier

EMERGING MARKETS • by Trevor Petch

Asian giants dawdle over reforms

Latin America has shown that liberalisation is not an instant blessing

Liberalisation has been an outstanding feature of international insurance and reinsurance in the mid-1990s. The European Economic Area (EEA); the North American Free Trade Area and Mercosur/Mercosul linking Brazil with Argentina, Paraguay, and Chile; democratisation in Latin America and the former Soviet bloc; the desire of newly-industrialised Asian countries to join the Organisation for Economic Co-operation and Development (OECD); and signature of the General Agreement on Trade and Services (GATS) at the end of the Uruguay Round of international trade talks - all have played a part in breaking down barriers.

However, in the two Asian countries with the greatest long-term potential, India and China, progress has been slow. At the beginning of last month, the Indian government was forced to withdraw a bill setting out the powers of the proposed new Insurance Regulatory Authority. In the three and a half

years since the Malhotra Commission recommended relaxation of India's insurance monopoly, there has been next to no progress, despite - and partly because of - the long queue of foreign insurers anxious to establish joint ventures.

Most observers consider that reform is inevitable in the end, despite the strident opposition of the trade unions and their left-wing and nationalist allies in parliament. Change may be rapid when it comes. Until 1995, the use of computers was not permitted in the Indian insurance industry. After reaching agreement on computer training for all staff, Oriental Insurance Co, one of the four primary insurance subsidiaries of the monolithic General Insurance Corporation of India, is close to achieving its target of full computerisation within two years.

The queue of foreign applicants to enter China is even longer. Few full licences are granted, however, with only half a dozen more likely by the end of the century, distributed on a basis which reflects Chinese diplomatic and foreign policy more than insurance considerations.

It remains to be seen if a base in Hong Kong will provide an alternative, or whether Beijing will strictly



Catastrophe struck central Europe this year in the form of floods

apply the "one country, two systems" philosophy.

At the beginning of the year, the government postponed implementation of regulations which would have established a national reinsurance pool led by the former monopoly People's Insurance Group of China (PICC) to restrict outflow of premium to a minimum.

The PICC's reinsurance subsidiary already takes a 20 per cent compulsory cession of all reinsurance placed in China (as does VinaRe in Vietnam), domestic insurers have priority over the remainder, and the authorities have the power to prevent any insurer from engaging in reinsurance

transactions abroad. Experience in Latin America has demonstrated, however, liberalisation is not an instant blessing for reinsurers either. In many markets, the removal of the strait-jacket of tariffs and national reinsurance companies led initially to a collapse in prices and the profitability the markets had appeared to enjoy.

Further, if liberalisation results in concentration of the local market or the entry of multinational insurers, reinsurers' share of market premium may even fall because of increased local retentions. Inter-group business and an altered pattern of reinsurance. In 1989, reinsurance ceded from Argentina accounted for 28.7 per cent of total primary insurance. The state monopoly reinsurer Inaer was closed in 1991, and the proportion ceded in 1994 was down to 13 per cent.

One attraction to reinsurers of the insurance markets of the "transition economies" of eastern and central Europe is that increased demand for insurance is creating substantial underlying market growth. David Wansborough-Jones, managing director of Ceres, the newly-established consortium at Lloyd's set up by AE Grant Underwriting Agencies and dedicated to reinsurance of business from the region, points out a second advantage. "With the arrival of a lot of newfangled reinsurance, the area is one where so-called traditional reinsurance still functions," he says.

He hopes that Ceres will help in giving Lloyd's and the London Market a better share of business from the region, which he estimates has declined from 47 per cent of US\$350m in 1990 to 11 per cent of US\$1.3bn in 1996.

This summer's devastating floods in Poland and the Czech Republic brought home the fact that central Europe is not "catastrophe free" because it has little exposure to hurricanes or earthquakes.

With a total insured loss likely to creep towards US\$2bn as longer-term structural damage and repair and rebuilding costs become apparent in the winter, insurers have also been reminded that increased insurance demand increases aggregate catastrophe exposure.

"Certainly, central and eastern Europe is a very risky area," Mr Wansborough-Jones says. "but if you get it right you can assume the rewards will be good, too. The risk/reward ratio is fair."

The floods may have one long-term benefit to reinsurers. In much of the region there has been constant political pressure on insurers to restrict, Chinese style, the amount of reinsurance taken out abroad. Despite the obvious need of both small, new insurers and cash-strapped former state monopolies for the substitute capital which reinsurance provides, many politicians have focused only on dollars flowing out as premium, with no regard - even where adequate statistics exist - of reinsurers' contributions to claims.

In Russia, the region's largest potential market, the idea of a national reinsurer with preferential rights has been repeatedly floated over the last three years, often linked with the long overdue introduction - finally granted this year - of tax deductibility for commercial insurance premiums. Parity, too, such pressure reflects questionable practices by some western companies which have damaged orderly market development. The idea now seems to have been abandoned after lobbying by local insurers, but will probably be replaced this autumn by proposals for a reinsurance tax to be applied to insurers which cede more than 40 per cent of their premium abroad.

Local insurers have already warned that the measure is unworkable, and a compromise with differential tax rates applied to different classes of business is thought possible.

Trevor Petch is Managing Insurance Researcher at Robert Fleming Securities Ltd. The views expressed are personal.

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6 REINSURANCE

GLOBAL WARMING • by Michael Prest

Anxious eyes on the climate

Reinsurers are keeping a weather eye on the problem of rising temperatures

WHY should global warming be of any interest to reinsurers? The simple answer is that it could cost them a lot of money. The more complex and interesting answer is that it could change the way the industry thinks about risk, and therefore the part insurance plays in economic life.

Ivo Knoepfel, climate and environment adviser to Swiss Re, one of the world's biggest reinsurers, said: "We are convinced that global warming is a serious issue. We reckon that the loss burden due to natural catastrophes will increase because of climate changes and other factors."

The question is what to do about it. There is little dispute now that global warming - defined as a rise in the temperature of the atmosphere - is occurring. It is also widely, although not universally, accepted that the frequency of severe weather, such as storms and hurricanes, has increased over the past 20 years or so.

The industry is painfully aware that Hurricane Andrew in 1992, the Missis-

sippi floods of 1993 and the eastern European floods of this year caused damage amounting to billions of dollars. What is disputed, however, is why our atmosphere is getting warmer and whether that change is related to apparently more common violent and costly weather.

Global warming may be part of a natural long-term trend. But it is also highly likely to be caused in some part by the build-up in the atmosphere of carbon dioxide and other gases from the burning of fossil fuels. The original calculations on the effect of greenhouse gas emissions were done by the Swedish scientist Svante August Arrhenius more than a century ago.

More recent calculations by the Intergovernmental Panel on Climate Change estimate that human activity will raise global temperatures faster than at any time in the past 10,000 years - perhaps by 0.3 degrees centigrade a decade. The impact of this increase on climate could be dramatic.

Temperatures are expected to go up more in the northern than in the southern hemisphere, precipitation will increase generally and the incidence of heavy precipitation will also grow. Sea levels will rise, perhaps by as much as 65 centimetres

by the end of the next century.

Oliver Peterken, director of research and development for reinsurance brokers Willis Faber & Dumas, says: "The implications are very profound. If climate is changing radically, and perhaps very quickly, how can risks be assessed and priced? Will insurers be forced to withdraw or sharply reduce cover? If that happens, who will pay for damage? How will society allocate the costs? What might the implications be for life and economic activity in regions considered to be high risk? Might entire vulnerable cities such as Miami even have to be abandoned?"

The core of the issue is that insurance is essentially a local undertaking. What matters is not general climate change but the consequences for a specific place at a specific time. As Michael Wacek, managing director of St Paul Reinsurance, part of The St Paul Cos, the American insurance group, said: "It's going to be local weather which is most important for us."

This detailed application of the global warming problem is compounded by another phenomenon. Recent years have seen a rapid growth in population and economic activity in the coastal and sub-tropical



The eruption of the volcano on the island of Montserrat is expected to affect world weather conditions

areas thought to be most vulnerable to the consequences of climate change. Florida and the coastal US, some of the fast-emerging Asian economies.

Put another way, the cost of disaster is mounting. This has prompted Swiss Re to talk of prosperity loss. "We are no longer contemplating temporary damage to individual properties or businesses but long-term or even

permanent damage to whole economic sub-systems, or in the case of small countries possibly entire national economies."

The City of London, for example, is in a low-lying area which might become even more prone to floods from a combination of higher rainfall, rising sea levels, and the separate sinking of eastern England. Will the Thames Barrier be an adequate defence in such relatively severe conditions which were not anticipated when it was built? The same question could be asked of protection against avalanches in the Alps, or tropical storms in Australia, or flooding in Bangladesh.

Unfortunately, nobody knows the answer. It is virtually impossible in the existing very limited state of knowledge about global warming and the climate system to foresee all the

implications for the insurance industry. Mr Knoepfel says: "If underlying climatic conditions change, it will become impossible to use past claims experience to quantify natural hazards."

Reinsurance companies suffer a further disadvantage. They are removed from the risks that they ultimately carry. One way in which they have sought to compensate for their lack of first-hand information about risks is to spread their reinsurance portfolio around the world. The assumption, drawn from experience, was that disasters did not happen everywhere at once. But what if we are experiencing a systemic change in climate which renders that assumption invalid?

Not everyone believes that the picture is hopelessly gloomy. Mr Wacek argues that a great deal will depend on government, particularly

local authorities, to enforce planning regulations - say for the construction and siting of buildings - designed to reduce potential damage. At the same time, most contracts are negotiated annually. The industry is therefore able to adjust its pricing in frequent steps to take account of events.

That, however, begs the question of whether government and society face up to the implications of global warming. One of the most important lines of defence being erected by reinsurers is to stimulate public discussion. Since information firmly grounded in science is the key to informed debate on global warming, reinsurers have started to back research into the subject - with at least one eye on gaining an advantage over rival companies.

A related instance is the Tsunami Project, from the

Japanese word for a tidal wave caused by an earthquake. The project is a joint venture between the Department of Trade and Industry and a group of British insurance companies to finance research into natural disasters. The idea is to give the British insurance industry a competitive edge.

Better information will enable reinsurers to judge the economic rate for risk - the prime contribution the industry makes to economic activity. It might, for example, lead to higher deductibles in exposed areas or to improved protection against natural hazards. But it will be a slow process. In the end, the best weapon in the reinsurance industry's armoury to combat global warming is its flexibility. "I think our industry has the tools to cope with change. That's our business," Mr Knoepfel said.

Storm warning for reinsurers

Continued from page 1

Reinsurers are beginning to diversify. Several are spending heavily on research and development, setting up divisions that will specialise in developing new ways to place risk.

The strides taken by Munich Re into the backyard of German insurance giant Allianz by merging its insurance subsidiary Hamburg-

Mannheimer with Victoria Insurance may be a precursor of more dramatic moves.

"It's more apparent we're competing with Allianz, but it's important for us to have one foot in insurance to balance the volatile reinsurance business," says Hans-Jürgen Schinzer, chief executive of Munich Re.

With its existing insurance interests, Munich Re was well placed to benefit from

the merger. Analysts say similar deals could follow as other reinsurers try to expand out of a highly competitive business. But Mr Kiehlhorst draws a distinction.

"Reinsurers are above all risk takers and insurers are essentially distribution companies," he says. "The natural partner of a reinsurer is an investment bank which provides advice on financial management."

Swiss Re already has links with Credit Suisse and it may not be long before the changes sweeping reinsurance spark a wider restructuring which draws in banks.

"We've had an extraordinary lack of losses and a strong bull market. The combination of all those events will not continue forever," warns Mr Pelly. Watch out, that volcano may be about to erupt.

RUN-OFF • by Christopher Adams

Simple art of going bust

Computer modelling is helping actuaries to predict future liabilities

When a reinsurer goes out of business, there has traditionally been little compensation for investors and policyholders. The costs of liquidation consumed remaining assets and alternative schemes devised by insolvency experts often take many years to pay claims.

Even when a reinsurer knows it is in financial trouble, it is frequently unable to dig itself out of the quagmire. Difficulties with recovering money from other reinsurance companies, poor internal records, and escalating claims can conspire over several years to strangle cashflow.

However, sophisticated computer modelling is now enabling actuaries to predict more accurately the scale of liabilities a reinsurer is likely to face over the 20 or 30 years it may take to pay creditors.

Proposals for schemes which would allow reinsurers to settle all claims at a much earlier stage than has traditionally been the case are being drafted by accountancy firms such as Coopers & Lybrand and Price Waterhouse.

Such schemes could change the way reinsurers which have ceased to underwrite are managed and allow thousands of policyholders to recover some of what is owed to them within four to five years.

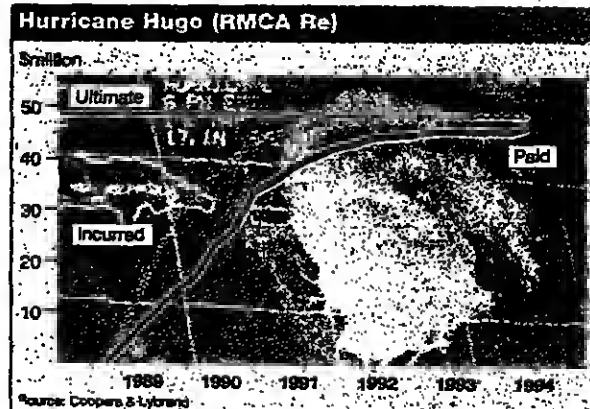
A reinsurer can run into difficulties for several reasons. Market conditions could deteriorate to a point where it cannot underwrite profitably and reserve adequately against outstanding claims. If it becomes too small, insurance brokers may overlook it and give contracts to bigger rivals, squeezing it still further.

For a start-up operation, heavy investment in new technology at an early stage could prove its undoing. East West, the subsidiary of Sime & Darby which ceased to take new business earlier this year, provides the most recent example.

When a reinsurer ceases underwriting and tries only to meet liabilities, it is in a state called "run-off". It will use existing assets and investment income to pay off



Philip Singer: the world of run-off is very different



creditors. If successful, this process will meet all claims and leave some surplus for shareholders.

But a reinsurer in run-off usually faces cashflow problems. In the first instance, it becomes more difficult for the company to collect what is owed under retrocession agreements - where a reinsurer buys insurance for its own liabilities. Many of the companies from which it has purchased cover may be creditors as well as debtors.

Trying to collect what is owed can create a tangled web of litigation that takes years to resolve, often with unexpected results. Willis Corroon's efforts to run-off Sovereign, its underwriting subsidiary, ended a few months ago after arbitration exposed a weakness in the wording of a reinsurance contract which jeopardised negotiations with other reinsurers.

Second, insurance brokers who traditionally keep records of reinsurance deals have to spend resources on

servicing a company which no longer provides them with any business. They are unlikely to attach much importance to seeking information on who owes what to whom.

Third, policyholders concerned that the company may eventually be forced into liquidation will step up the rate at which they report claims, putting further strain on assets. "What a lot of companies don't realise is that the world of run-off is very different from the world of active underwriting," says Mr Philip Singer, a partner at accountancy firm Coopers & Lybrand. "What you find is it takes longer than you thought. There may be new problems that come along, claims you haven't reserved for."

All of this often forces a company in run-off into insolvency, which presents additional problems. The government charges high fees for handling a liquidation, investment options are restricted and payments to

creditors are vulnerable to fluctuations in exchange rates. Insolvency practitioners have already set up schemes to try to limit the damage where liquidation is the only other option. Several schemes exist which ensure that the insolvent company has enough cash to pay dividends to creditors on an annual basis and future claims as they arise.

In this way, a percentage of all claims can be paid earlier than might normally be expected and at less expense. One such scheme set up for five London market insurance companies - Kingscroft, Wallbrook, El Paso, Laine Street and Mutual Re - has so far met 14-18 per cent of liabilities.

However, it can still take up to 30 years to settle claims in this way. To condense run-off into less than five years, actuaries must make a correct assessment of claims which could be incurred.

The track record for accurate prediction has improved under existing schemes for insolvent companies. Modern computers are processing thousands of possible run-off outcomes in minutes, calculating the impact of claims arising from silicon breast implants and AIDS.

The table opposite shows how actuaries in two cases predicted the ultimate liabilities of two reinsurers and how long it would take to settle all claims. If policyholders agreed, it could be possible to make a single, final payment called a commutation more rapidly.

Mr Singer says such techniques could be applied to still solvent companies and eventually even to Equitas, which last September took responsibility for liabilities totalling more than £1bn from Lloyd's of London.

Equitas is still verifying data on more than 700 underwriting years from insurance syndicates at Lloyd's. The task of collecting reinsurance involves 250,000 policies with 2,900 reinsurers. Many future claims will arise from US pollution and asbestos-related liabilities and could take decades to settle.

But it is not these which pose the biggest obstacle to a final commutation. It is the wide-ranging aviation, motor and marine books of business that involve many thousands of policyholders which must be settled before the process can be accelerated.



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RECRUITMENT

Top executives should look forwards, not backwards, for inspiration, says Richard Donkin

Following in your leader's footsteps

There is a fixation, bordering on obsession, among an increasing number of US management writers focusing on the qualities needed for corporate leadership.

The reason is that the widespread restructuring across many businesses in the west has led to a dismantling of command and control hierarchies, which have been replaced, in many cases, by semi-autonomous teams. These require different leadership qualities spread across a greater number of people at all levels of an organisation.

Arguments continue about the nature of leadership, whether it can be taught or nurtured and about what can be considered the "right stuff". Some consultants still draw lessons on leadership from history.

Only last month I was reading a book that urged managers to draw inspiration from military leaders. The theory of the authors was that if it was good enough for the Marines then it was good enough for companies. It listed 14 traits and 11 principles identified by the US Marine Corps in its

leadership teaching. The traits, predictably, included initiative, tact, judgment and integrity. The principles included "knowing your Marines and looking out for their welfare" and "keeping your personnel informed".

There were no surprises for anyone who has read the work of John Adair, professor of leadership at Exeter University, who has comprehensively catalogued such traits in military leaders.

The problem is that military leaders do not have a good track record when transferring their skills to private enterprise, particularly modern workplaces where teams are often expected to take on increasing responsibilities.

It is encouraging, therefore, to find another author, Morgan McCall, professor of management and organisation at the University of Southern California's Marshall School of Business, arguing in his new book

that the best executives are not necessarily those who possess an identified list of traits or who have risen to the top by survival of the fittest - what he calls "corporate Darwinism".

The real leaders, he says, are those who learn from their experiences and who remain open to continuous learning. Learning from failures, argues Mr McCall, can prove essential for a successful career. Some executives, he writes, have been too successful for their own good. He gives several examples of top executives who lost their jobs after previously demonstrating an ability to get results.

Horst Schroeder lost his job as president of Kellogg, the breakfast cereal company, in late 1989 after just nine months. He had been a gifted and rising Kellogg executive for the previous 18 years with cross-cultural experience of running operations in Europe and in

the US. But Mr Schroeder, says Mr McCall, was an autocrat who misjudged the changing market and who could not adapt his style to endear his fellow executives. When the company's market share fell, there were few willing to help him.

Part of Mr Schroeder's problem, says Mr McCall, was his past success. The very qualities that contributed to his earlier success were involved in his downfall. The company and Mr Schroeder himself, he argues, should have identified the tensions at an earlier stage and resolved them. But a successful career can blind some executives to their frailties. Arrogance featured prominently in many of the high-level severances studied for the book.

How can such failures be avoided? Mr McCall belongs to a growing band of management thinkers who believe that leadership can be taught. It is notable that

both his book and another forthcoming book by Noel Tichy*** focus on the work of Roger Enrico, the chief executive of PepsiCo, the soft drinks company.

In the 18 months before Mr Enrico took up his post in early 1996, he spent several months at a house he has in the Cayman Islands. He was joined by nine executives at a time for coaching sessions during which he passed on his own experiences and discussed with them how the business could grow and how they could develop their own styles of leadership.

Part of the programme involved the executives working on projects designed to grow the business. The result, says Mr Tichy, is that PepsiCo was left with nearly 100 better developed leaders who have not only pursued new business ideas in the company but who have also passed on what they have learnt. Mr McCall has two caveats

to such programmes. He points out that their success depends on the coaching ability of the leading executive. He also warns that senior executives should avoid using such sessions to make judgments about junior executives. These less experienced people, Mr McCall says, need to be confident to voice their anxieties without thinking they are under scrutiny.

But, as Mr Tichy's book illustrates, when a chief executive with a broad understanding of the direction the business is heading in has the ability to communicate a strategy to other executives, the results can be impressive. He cites the example of Bill Wells, who, as chief executive of Ameritech, the US telephone company, set up an intensive leadership programme in 1991 just three years before his retirement.

The scheme was designed to find future leaders and develop new strategies and values for the company. By the time Mr Wells left, the company had been reorganised and from 1993 to 1996 it outperformed its peers, delivering a 19 per cent annual return to investors, compared with the 13.9 per cent for the Standard & Poor's Telephone Index.

There will still be those who argue that not everyone in a company can be a leader but they may be missing the point. The size and scale of many multinationals today mean it is impossible to run a company alone. Today's corporate leader is more of a policymaker than a commander.

But leaders are watched closely by employees, their fellow executives and by investors. Mr Tichy says that the successful ones tend to communicate the future direction of the company using stories to outline the

case for change and to explain where the company is going and how it will get there.

The debate about leadership is not going to change with the publication of this latest crop of books, but companies, particularly in western Europe where leadership programmes are thin on the ground, may take some inspiration from the way that some US company heads have sought to instil leadership into their executive teams.

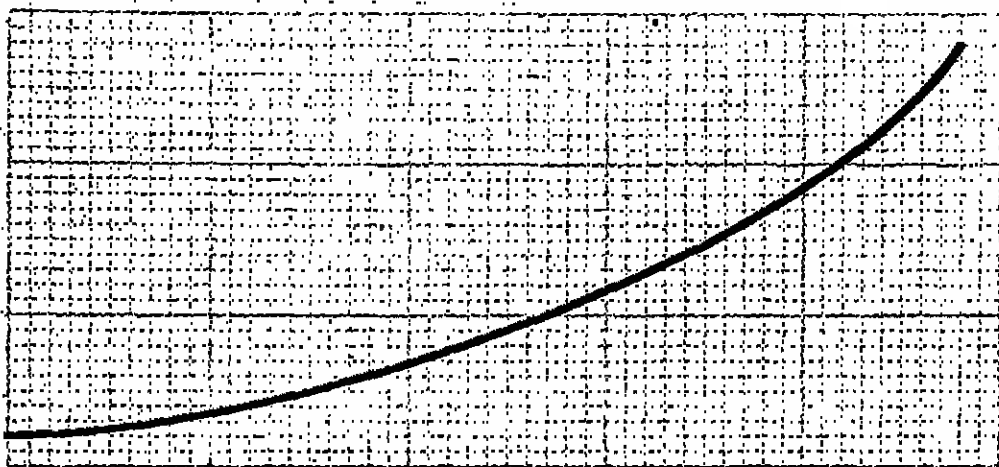
*Five-Star Leadership: The Art and Strategy of Creating Leaders at Every Level, by Patrick L. Townsend and Joan E. Gebhardt, John Wiley & Sons, \$24.95.

**High Flyers: Developing the Next Generation of Leaders, by Morgan McCall, to be published by Harvard Business School Press on September 25, \$27.95.

***The Leadership Engine: How Winning Companies Build Leaders at Every Level, by Noel M. Tichy with Ed Cohen, to be published by HarperBusiness on November 12, \$26.

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This private company has a discreet profile and substantial assets under management. The managers are responsible for all the investments and financial affairs of their clients and for providing long-term financial security. The organisation manages a broad spectrum of investments ranging from equity and fixed interest portfolios, offshore trusts, property, agricultural land and direct investments in commercial activities.

The role, reporting to the Chief Executive, will be responsible for monitoring investment activities and providing financial and investment advice in line with compliance guidelines. This will include a half yearly review of investment policies, preparation of papers for Board meetings, and investment reports to clients. You will also be responsible for reviewing investment strategies, ongoing monitoring of investment activities and responding to ad hoc requests for financial advice, including liaising with in-house taxation specialists.

e-mail: info@morganbanks.co.uk

£40,000 + Car + Benefits

Ideally, you will be an experienced investment professional in a managerial capacity, preferably within either private banking or private client asset management. You must have a strong financial background, perhaps from an accountancy discipline, with a clear understanding of complex trust structures and have sound investment acumen. You must be an articulate, diplomatic, mature and confident individual with strong communication skills. A high degree of computer literacy is desirable.

This is an excellent opportunity to join an established and professionally run financial management company. The remuneration package will include a competitive salary, dependent on experience, and an excellent range of benefits.

Interested applicants please send a full resume, quoting reference number: 2497/32 to Thoma Wild or Anthony Cook at Morgan & Banks PLC, Bretnham House, Lancaster Place, London WC2E 7EN, or if you prefer, telephone 0171 240 1040. Fax number 0171 240 1052.

http://www.morganbanks.com.au

Morgan & Banks
INTERNATIONAL

PROPRIETARY TRADING COMPANY

OPERATIONAL CONTROLLER

BERMUDA

EXCELLENT PACKAGE. TAX FREE

This Bermudan based company invests in the international financial markets on a proprietary basis in a similar fashion to a Hedge Fund.

Its success is founded on a dynamic and entrepreneurial attitude to business which has attracted top calibre professionals to the unique working environment of Bermuda.

An exceptional opportunity has arisen for one individual to join the accounting and trader support team that co-ordinates the daily profit and loss accounting, product price verification, settlement procedures and other ad hoc work. Systems development and other reporting enhancements that will be

effected by the pace of change in the international capital markets will also form part of the role. In this respect, candidates with experience of database systems will be of particular interest.

Suitable candidates are likely to fit the following profile:

- a minimum of 4 years experience in the middle or back office of a securities firm, hedge fund or bank
- knowledge of the accounting, settlement and pricing procedures for FX, bonds, equities and other derivative products
- graduate calibre with a high level of numeracy

- subsequent qualification relevant to financial services (eg ACA, CIMA, ACCA, SFA, MBA)
- a creative and visionary approach to business with a high level of motivation

If you have the necessary prerequisites and the ability and willingness to relocate to Bermuda, please contact Michael Clarke or Zoe Walkington by sending a detailed CV, stating current salary remuneration to them at: Robert Walters Associates, 10 Bedford Street, London, WC2E 9HE or fax on 0171 915 8714 or E-mail: michael.clarke@robertwalters.com or zoe.walkington@robertwalters.com

ROBERT WALTERS ASSOCIATES

<http://www.robertwalters.com>

LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON AUCKLAND



EQUITY RESEARCH

LONDON

RECENTLY QUALIFIED ACCOUNTANTS WITH DRIVE AND AMBITION

& EXCELLENT

As a result of an internal promotion an opportunity has arisen within the Equities Division of a leading UK based global investment bank for a research accountant. The division produces comprehensive UK and European industry sector and strategic research, enjoying lead ranking across a range of sectors.

This key individual will make a significant contribution to the design, development and implementation of the European research database. This will involve extensive liaison between the research department and the IT team. Excellent interpersonal skills and the ability to explain accounting issues are necessary.

The candidate must be prepared to acquire or have knowledge of European accounting practices.

The individual will also assist in:

- the provision of advice on accounting/valuation issues
- the writing of accounting/valuation research
- special projects with an accounting requirement
- the development of accounting training programmes

The successful candidate is likely to be a newly/recently qualified accountant from the "Big Six" with an excellent academic record, or an accountant already

involved in equity research. Candidates will be IT conversant and have an interest in, and understanding of, historic and current accounting issues. Keeping abreast of accounting issues will be a prerequisite.

For the successful candidate there will be exceptional opportunities to enter various areas within Investment Banking.

Interested candidates should contact Jason Garner at Robert Walters Associates by sending a detailed CV stating current remuneration to 10 Bedford Street, London WC2E 9HE. Telephone 0171 379 3333 or fax details on 0171 915 8714. E-mail: jason.garner@robertwalters.com

ROBERT WALTERS ASSOCIATES

<http://www.robertwalters.com>

LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON AUCKLAND



Currency Trader

J.P. Morgan Investment Management Inc. in London is the investment arm of J.P. Morgan & Co. Incorporated. With \$235bn under management worldwide, it is one of the premier investment management houses in the world. These assets are managed in a wide range of funds, domiciled globally, which invest in various financial instruments.

J.P. Morgan Investment Management Inc. has a dedicated trading room, dealing in all the products utilised by the fund managers. Due to the continued expansion of their funds, there is a requirement to increase their currency trading team which is responsible for executing the global foreign exchange requirements.

The ideal candidate will be a strong team player who is interested in a long term career in investment management and who possesses the following skills/experience:

- three to five years in a foreign exchange environment
- an ability to execute a large volume of trades with perception and accuracy

- excellent communication and presentation skills, combined with a high level of analytical and numerical skills
- a solid education, preferably to degree level and PC literate

J.P. Morgan Investment Management Inc. is an equal opportunities employer.

If you have the necessary prerequisites please contact Colin Gibb on 0171 915 8845 at Robert Walters Associates or send a detailed Curriculum Vitae stating current remuneration to 10 Bedford Street, London, WC2E 9HE or fax details for his attention to 0171 915 8714. or E-mail: colin.gibb@robertwalters.com

JP Morgan

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INVESTMENT BANKING - CENTRAL ASIA

EXCELLENT OPPORTUNITIES IN A NEW EMERGING MARKET

THE COMPANY: Our client is a well funded, leading Western financial group setting up operations across the Transcaucasus region, Central Asia and Vladivostok. With headquarters in Baku, Azerbaijan, the bank will provide all investment banking services.

THE ROLES: Successful candidates will possess a strong interest to work for a firm that will grow to be the premier investment bank in the region. Focusing on oil and gas, telecommunications, energy, and other sectors, our client is seeking candidates with experience for the following roles:

Head of Corporate Finance (ref. 108-79)	Head of Operations and Administration (ref. 108-84)	Corporate Finance Analyst/Associates (ref. 108-88)	Fixed Income Analyst (ref. 108-94)
Head of Trading (ref. 108-80)	Head of Back Office (ref. 108-85)	Equity Traders (ref. 108-90)	Commercial Banker (credits & syndications) (ref. 108-95)
Head of Sales & Marketing (ref. 108-81)	Head of Risk Management (ref. 108-86)	Fixed Income Trader (ref. 108-91)	General Manager (Vladivostok) (ref. 108-96)
Head of Research (ref. 108-82)	Human Resources Director (ref. 108-87)	Foreign Exchange Dealer (ref. 108-92)	General Manager (Mongolia) (ref. 108-97)
Chief Financial Officer (ref. 108-83)	Oil & Gas Project Development Director (ref. 108-88)	Equity Analysts (ref. 108-89)	

THE PEOPLE: Successful candidates will speak a Russian or a Turkic language, have an energetic and entrepreneurial mind set, have proven experience and strong track record, be results oriented individuals, possess a high level of common sense, have knowledge of Russia, Eastern Europe, or other Emerging Markets, work well in a team environment and have a strong educational background.



ANTAL INTERNATIONAL

A Global Recruitment Solution Applied Locally

Please send your full resume, quoting reference no. FT3145, stating job title and appropriate reference to: Antal International, Shropshire House, 1 Copper Street, London WC1E 6JA. Telephone: +44 (0) 171 637 2007. Fax: +44 (0) 171 637 0949. or visit our web site on www.antal-int.com

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NB Selection - Recruiting Excellence

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Leeds • London • Manchester • Radlett • Slough • Madrid • Paris

Founded 10 years ago, NBS is the market leader in middle and senior management executive recruitment. We have achieved this success by an absolute commitment to providing the best service for our clients and candidates. Our ambition is to grow in the UK and internationally and we are hiring recruitment consultants at all levels.

Excellent Salary + Bonus + Benefits

THE COMPANY

- 90 consultants in 12 UK offices.
- Continuing investment in people and technology. Exceptional salaries and benefits available within attractive career structures.
- International presence and further overseas growth planned. Culture of excellence underpinned by ISO 9002.

THE POSITIONS

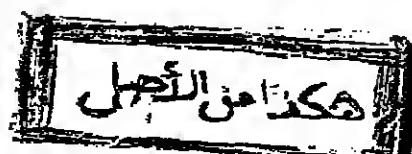
- Ambitious and established recruitment or other executives seeking new careers to the highest levels.
- Variety of sector specialist positions available. Industry experts also required to enhance our leading practices and regional offices.
- Recruitment positions also available in Assessment Services and Interim Management.

London/Thames Valley/Midlands/Scotland

QUALIFICATIONS

- Excellent track record in recruitment, industry or commerce. Sales driven, Ambitious.
- Good academic credentials and, ideally, professional or business qualifications.
- Commitment to adding value and client service. Attention to detail and literacy also important.

Please send your CV, quoting ref HQ708JHB/FT, to James Hervey-Bathurst, Managing Director, NB Selection Ltd, 54 Jermyn Street, London SW1Y 6LX



Compliance and Documentation

Excellent salary + bonus + benefits

Leading UK Bank

Our client is a highly rated major UK financial institution committed to significant future growth and expansion. As a result of increasing business volumes and new market initiatives, a requirement for compliance managers and documentation managers has been identified within the Bank's Treasury Division.

Regulatory/Risk Compliance Managers

You will be responsible for:

- the identification, surveillance and monitoring of compliance issues;
- the establishment and maintenance of a control framework and the formulation of policies and procedures;
- the provision of specialist and transactional advice to dealers and product managers.

You will possess some or all of the following:

- 3-5 years' relevant experience with a leading bank or regulator or as a consultant;
- extensive up-to-date knowledge of Bank of England and SEA rules and Capital requirements;
- a working knowledge of markets and instruments traded;
- strong communication and numeracy skills;
- attention to detail.

(Ref P180)

Documentation Managers

You will be responsible for:

- negotiation and documentation of a wide variety of capital markets, money markets and derivative products;
- provision of transactional guidance and specialist advice on markets and products;
- liaison with senior management and with external advisers and regulatory bodies.

You will possess some or all of the following:

- 3-5 years' relevant experience within the legal/documentation section of a leading bank or legal firm;
- a relevant qualification;
- a strong personality with good negotiating and interpersonal skills;
- personal motivation and an ability to quickly assimilate new products and markets;
- attention to detail.

(Ref P181)

Salaries are backed by an excellent range of benefits including performance-related bonus, car and medical insurance and there are good prospects for rapid career development for the right candidates.

To apply please send full CV to Peter Watts, Austin Knight UK Limited, 20 Saba Square, London W1A 1DS. Please quote the appropriate reference number in your covering letter.

Austin Knight

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CORPORATE AND INSTITUTIONAL CREDIT ANALYSTS

LONDON AND HALIFAX

COMPETITIVE BENEFITS PACKAGE

Following its conversion to plc status, Halifax plc is now one of Britain's four top banks and no financial institution in the UK is more strongly rated. We are committed to building on this success by expanding in our existing markets and developing new markets through the creation of new businesses and products. Group Treasury is one of the six key businesses of Halifax and is already a major player in Sterling and interest rate markets - our conversion has presented a new set of opportunities for our Treasury operation in what is a dynamic and growing area.

The development of our Treasury and Commercial Lending activities has resulted in the need to strengthen our Credit Department in certain key areas to ensure that our opportunities for growth are maximised, but in a prudent credit and risk management environment.

We are looking for Credit Analysts to assist in the development of our institutional, relationship and commercial lending (particularly "bigger ticket" transactions) activities and for corporate credit analysis generally. Responsibilities will include analysing credit proposals and business opportunities within particular Halifax business areas to ensure that the credit submissions contain full and relevant information to enable a decision to be made.

You will have at least three years' experience in one or more of the following areas within a credit department of a major bank or similar institution:

- Institutional/corporate credit analysis
- Deal structuring (e.g. leasing)
- Commercial property - including development projects
- Project finance (including PFI), domestic and international
- Housing associations

The successful candidates will be graduates with a full understanding of the techniques of corporate and/or financial institution credit analysis and deal structuring. A high degree of numeracy and PC skills are essential prerequisites.

You will be able to communicate effectively at all levels and work closely with, and add value to, the individual business teams and aid the development of these businesses within Halifax plc.

These positions carry a highly competitive and generous benefits package.

To apply, please send full CV and details of experience in the above areas to: Philomena Gray, Head Office Personnel, Halifax plc, Trinity Road, Halifax, West Yorkshire HX1 2RG.

HALIFAX



Equal opportunities for all - our policy is as simple as that

Treasury Professionals

Highly Competitive Salary + Car + Benefits

Our client is a highly rated major UK financial institution committed to significant future growth and expansion. Working in a dynamic environment will enable you to make a major contribution in the area of risk management where the objective is to strengthen key parts of the team to create a centre of excellence in market risk management.

Market Risk

You will be a graduate with a strong quantitative background and substantial PC skills. An additional postgraduate qualification in finance or a quantitative discipline will be of benefit. You will have worked in interest rate and capital markets for at least three years and have a proactive and flexible approach.

Responsibilities will include:

- limit monitoring and exposure modelling;
- developing VAR analysis and reporting and option pricing models;
- assessment of market risk in the Group and Treasury balance sheets;
- proactive identification of opportunities for enhancing Treasury profitability.

Working closely with trading staff and systems developers, you will be expected to utilise your mathematical and inter-personal skills to work as part of a small team to add value and significantly develop our market risk management expertise.

(Ref P178)

Product Development

Dynamic, proactive and creative, you will be accomplished in expanding new and existing concepts to develop retail and Treasury asset and liability products.

You will be a graduate, highly numerate and have substantial PC skills. With at least three years' financial services experience (including interest rate derivatives) and good credit and market risk skills, you will be able to demonstrate a thorough understanding of financial techniques and to relate this knowledge to developing innovative products.

Working with Treasury and retail professionals, you will be responsible for the identification and development of opportunities to enhance the product range enabling significant value to be added.

(Ref P179)

For both these posts the salary and benefits package will reflect your skills and experience and will not be a barrier to the right candidates.

To apply please send full CV to Peter Watts, Austin Knight UK Limited, 20 Saba Square, London W1A 1DS. Please quote the appropriate reference number in your covering letter.

Austin Knight

UNITED KINGDOM • FRANCE • THE NETHERLANDS • USA • CANADA • AUSTRALIA

National Australia Group UK

Decision Systems Manager

Glasgow

£50,000 Package + Relocation

National Australia Group is the European holding company of the National Australia Bank, one of the largest and most successful financial services groups in the world.

The European group comprises of the retail banking operations of four leading retail banks in the UK and Ireland namely Clydesdale Bank based in Glasgow, Yorkshire Bank based in Leeds, Northern Bank based in Belfast and National Irish Bank based in Dublin.

The Decision Systems Manager will be a key appointment to the NAG European Credit Bureau responsible for management of a team of credit specialists focusing on the application of decision tools and supporting improvements in the profitability of the business streams.

The successful candidate will be responsible for managing all aspects of credit scoring and will be solely responsible for the management of decision tools across the European retail banks.



Michael Page Finance

Specialising in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Opportunities for Change in Front-Office Banking

Corporate Finance ACA's to £40,000

Are you of the calibre to fill one of the most coveted roles in the City?

Our client - a leading international bank seeks only the very best candidates:

- Recently qualified ACA's (first time passes only)
- Second European or Scandinavian language
- 2:1 first degree or above
- Excellent 'A' levels

If you have the profile to match these needs, a rewarding career can be assured.

We will be pleased to advise you of opportunities at entry level, or for the experienced Corporate Finance who seeks change to the currently favourable market conditions.

Quants/Risk Analysts £40-90,000

Currently a number of Global Players are looking to recruit quality individuals into their Quants and Risk teams.

The successful applicants must be motivated by a move to work alongside the very best in the business, and possess the following:

- 1/2:1 Maths/Physics, PhD preferred
- 1-3 years' Risk/Pricing experience
- Strong Modelling skills
- The right attitude to succeed

Openings exist from entry level up to VP for candidates seeking a genuine challenge and the chance to join market leading teams within top tier institutions.

M&A Specialists to £80,000

Committed to expansion, this premier investment bank is looking for a handful of the highest calibre individuals to build on its success. From Associate through to Director level, opportunities exist to work on international assignments in the Financial Institutions, Telecoms and Transport sectors. The ideal candidates should be:

- 25-30 years old with stunning academics
- ACA qualified with relevant sector audit clients or a genuine interest in a particular sector
- Able to demonstrate an exceptional track record

While the Corporate Finance market continues its drive towards sector specialism, secure your focus now during this period of transition.

Contact: Susan Norey or Amanda Lole

Fast Track Analysts to £50,000

Are you a frustrated fast track graduate trainee looking for your next career opportunity within Investment banking? Do you have a grounding in credit analysis and/or cash flow modelling?

We are currently handling a number of exciting roles with top investment banks to the following areas:

- Structured Finance (Deals/Products)
- Project Finance
- Relationship Management

If you have demonstrated a real record of achievement over the last two years and have not reaped the benefits, now is the time to call. Unrivalled progression and financial reward are there for the taking in this buoyant market.

Contact: Andrew Oliver or Sarah Mellersh

16-18 New Bridge Street, London EC4V 6AU
Tel: 0171 583 0073 Fax: 0171 353 3908

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FLEMINGS

Corporate Finance Manager Mining Team

City

Flemings is an international investment bank with a network of offices in 41 countries around the world and key businesses in asset management, securities and investment banking. The investment banking business provides a full range of advisory, mergers and acquisitions and financing services as well as assisting companies in raising equity and equity linked capital. Flemings is also a leading advisor and financier to the mining industry through its specialist mining group which has operations in the United States, Australia, South Africa and Latin America.

Due to the expansion of this mining team, Flemings is recruiting an experienced corporate finance manager. Based in London, the role will involve analysing and assisting in the execution of transactions as well as liaising with overseas offices. Candidates will have at least three years' experience within a mining team in corporate finance or securities research or have worked in a mining company. In addition to sound commercial judgement, interpersonal skills and technical expertise, the candidate will demonstrate:

- Analytical and financial modelling skills
- In-depth understanding of the mining industry
- A strong academic background, preferably with a good degree or similar professional qualification.

This is an excellent opportunity for career advancement within an expanding team and offers the possibility of an international position in the future. Interested candidates should contact Ian L. Tucker or Susan Langdon on 0171 491 4650 or write, enclosing a full curriculum vitae, to Stephenson Cobbold, 21 Arlington Street, London SW1A 1RN. Fax: 0171 491 4630

Appointments Advertising

appears in the UK edition every Wednesday & Thursday and in the international edition every Friday.

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Toby Finden-Crofts on
+44 0171 873 4027

Financial Times

Bank Accountants - International Consulting Opportunities: Interesting long and short-term advisory roles in modernising accounting of banks and central banks in emerging economies with a highly successful, U.S. based, international consulting firm. Excellent remuneration and growth. Related accounting officers may also contact PO Box 16574, Washington DC 20041, USA.

CORPORATE FINANCE SPECIALISTS - Eastern Europe Energy Utilities

NY-based international investment banking firm seeks experienced corporate finance specialists for multi-million dollar energy sector privatisation and refinancing projects in Romania, Bulgaria and other CEE countries. Ideal candidates should have:

- At least 3-5 years of relevant experience
- Knowledge of Romanian, Bulgarian or other Slavic languages
- Prior work in CEE or NIS projects

Interested candidates should fax CV to:
Ms Lara Dumejll at 212-533-7449 (USA)

"How to gain global market recognition of Ericsson Hewlett-Packard Telecommunications Applications Solutions?"

A challenging job for our Vice President of Marketing.

The expanded role for Ericsson Hewlett-Packard Telecommunications, EHPT, is to be an independent world class software company and applications provider within the frameworks of Open Telecom Management. With our solutions; Operation Support Systems for element and network management and Business Support Systems for billing and customer care, we help telecom operators become more competitive in the market and achieve better results.

Since our start in 1993, we have been a profitable company. We have been very successful with an annual growth of 30 percent in terms of order bookings, sales and number of employees. Most of our sales have, until now, been through the Ericsson and HP

channels. We now want to take our applications more broadly into the open market. EHPT aims for a significant share of this growing 16 billion USD global market. The task for our new Vice President of Marketing will be to lead EHPT to gain market recognition and visibility to an expanded set of telecommunications providers, and channel partners, on global basis. Marketing will be done in close cooperation with the sales force, using the full range of marketing activities. The current marketing staff is a group of around 20 people located in Sweden and France.

As a candidate, you have experience in marketing and sales in an international environment and preferably knowledge of

customer facing or network facing systems from corporate enterprises or telecom operators. The position will be located, preferably, in Sweden. We are an equal opportunity employer. We promise you a challenging job in the frontline of the international telecom industry. You will be able to use your creativity, implement your ideas and influence our development. EHPT is a growing organisation with great career opportunities.

Please send your CV, marked "EHPT" to our consultant Lars Holmgren at Mercuri Urval, Box 1343, S-111 83 Stockholm, latest September 17 1997.

Ericsson Hewlett-Packard Telecommunications is a leader in telecommunications management support systems. Our collaboration with Ericsson and Hewlett-Packard, including their activities in over 130 countries, enables us to supply our customers with local sales, service and support, almost

everywhere in the world. Combined and enhanced strengths - this is the added value that we, the more than 700 people of Ericsson Hewlett-Packard Telecommunications will always extend to our customers.



Norges Bank, the Central Bank of Norway, is an executive and advisory body for monetary policy and has a key role in the country's payment system.

Translator

Information Department

Norges Bank is seeking a professional translator from Norwegian into English to fill a full-time position. The post is available from 1 December 1997 for a six-month period. An expansion of the translation staff is currently under consideration.

The translator will be required to work with texts of an economic nature, essentially relating to monetary, credit and foreign exchange conditions. The Bank produces extensive reports on the Norwegian economy, which are translated on a regular basis, often with short deadlines. The translator will be working closely with a team of translators and the economists in the Bank. The ideal candidate must therefore be service-minded, well-organised and possess knowledge of word processing. Applicants must be native English speakers and able to show evidence of previous translation experience and coursework in economics.

Enquiries may be directed to Karl Dickson (tel. +47 22 31 62 82), Janet Aagenæs (tel. +47 22 31 62 90) or Helle Snellingen (tel. +47 22 31 62 92).

Applications with a full CV and proof of qualifications should be submitted to Norges Bank, PO Box 1179 Sentrum, 0107 Oslo, Norway no later than 26 September. Interviews and testing are scheduled for end-October.

NORGES BANK

Investment Banking Executives

Superb opportunities for talented young professionals to join an outstanding corporate advisory team

London

Are you motivated by challenge? Do you aspire to be part of a global industry? Do you want to be an integral member of a successful team? Are you committed, driven and ambitious? If the above strikes a chord, then this is the role for you.

Our client is one of the world's leading integrated investment banks. Acting internationally as intermediary and adviser to major corporations and governments it has the global reach and distribution power to meet the needs of issuers and investors worldwide, and has a strong reputation for innovation and creativity.

Due to continued growth, applications are invited for a number of positions. Preferred candidates will demonstrate the following:

- Outstanding academic results and a financial degree or qualification i.e. ACA or MBA.
- Corporate advisory experience gained within a major investment bank, management consultancy, legal or accountancy practice or a PLC.
- Strong numerical, analytical and presentational skills.
- Attention to detail and the ability to work in a challenging environment.

If you wish to further your career within this experienced and growing team please contact Jayne Philpott or Annabel Haywood on 0171 269 2298, or send a full curriculum vitae to Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LN.

Fax 0171 405 9649. Please quote reference 368107.



Michael Page City

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PICTET & C^{IE}
BANKERS

are looking to recruit for their Human Resources department

A PERSONNEL OFFICER WITH A LEGAL BACKGROUND

Applicants should have a degree in Law. The person appointed to this post will be responsible for handling the relations between Pictet & Cie's head office in Geneva and the Group's various subsidiaries, assisting locally- and internationally-based managers in matters such as pay, tax and social benefits. Several years' experience in these areas of competence would, therefore, be an advantage.

We are looking for someone with the following:

- Swiss nationality and residence status
- Age: 25 to 30
- Languages: French and English (German desirable)

We can offer that person:

- Varied and challenging work
- Attractive pay conditions
- Outstanding pension and benefits package

Please send your application directly to D&P Management Selection, 14 rue du Rhône, 1204 Geneva, Switzerland. Tel. ++41/22/738.88.55.

Managing Consultants

European Monetary Union - the challenge of change

London, Paris or Frankfurt based

£70,000 - £100,000 + Benefits

One of the world's leading management consultancy firms, our client provides high quality consultancy services to a blue-chip international client base. Recognising the profound effects of European Monetary Union (EMU), the firm established a specialist consultancy team earlier this year to assist major clients in their preparations.

Our client is now looking to expand this team rapidly to address the needs of current and prospective clients. The immediate opportunities are to assess the strategic and operational impacts of EMU, and manage the implementation of change plans. Typically, this work will cover several European countries.

Core to the expansion will be the recruitment of a number of highly skilled senior managers who will help develop and build the EMU consultancy practice. Key responsibilities will be:

- to develop strong relationships with existing and new clients and identify and secure opportunities for new business;
- to work with multi-national organisations in assessing the impact of EMU, evaluating the operational options and risks and formulating change and contingency plans;

• to successfully manage and deliver high quality consultancy projects. Probably aged early 30s to early 40s, candidates could either be experienced EMU consultancy managers or those currently in EMU advisory roles within the financial services, oil and gas or manufacturing sectors.

The successful candidates must be energetic business developers and project managers, capable of managing multi-disciplinary and multi-cultural teams. Experience could include process improvement, change management, information technology, business strategy, marketing or financial management, gained in consultancy or with a client company. Candidates will need to be outgoing and have high levels of interpersonal skills and first-class communication abilities together with the presence necessary to develop excellent professional relationships. German or French nationals should have a good command of the English language.

Prospects for future career development towards partnership with this fast growing and international firm are excellent.

Please send a full CV in confidence to GKRS at the address below, quoting reference number 96769N on both letter and envelope, and including details of current remuneration.



SEARCH & SELECTION

PARK HOUSE, 6 KILLINGBECK DRIVE, LEEDS LS14 6UE. TEL: 0114 248 4848

A GKRS Group Company

CJA

RECRUITMENT CONSULTANTS GROUP

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Significant career development opportunity in a new geographic team



**PROPERTY ANALYST/
TRADER - EASTERN EUROPE**

SURREY

COMPETITIVE SALARY + BONUS

INTERNATIONAL FINANCIAL TRADING GROUP

Our client generates profit through investment in innovative property transactions and is now expanding its operations into Eastern Europe. The successful applicant will assist the Portfolio Manager in locating investment opportunities, will gather and interpret information on the local markets and will be responsible for rigorous quantitative analysis and financial modelling of transactions. There will be close liaison within the investment group, in-house tax and legal advisers and guidance on structuring transactions. We invite applications from graduates with a minimum of 4-5 years' post graduate experience, ideally with 2 years in commercial property and investment, business exposure to Eastern Europe, with relevant language skills and coming from that cultural background. We seek an original and independent thinker with the intellect to contribute to investing as a principal. Applications in strict confidence quoting reference PAT/6543/FT to the Managing Director, CJA.

Die Helaba Luxembourg ist eine Tochtergesellschaft der Landesbank Hessen-Thüringen Girozentrale (Frankfurt am Main) mit einer Bilanzsumme von ca. 9 Mrd. DM. Als Bank für Privatkunden mit europäischer Ausrichtung und vor dem Hintergrund unseres „AAA“-Ratings erwartet unsere Klientel ein professionelles Anlagemanagement von fachlich wie persönlich besonders qualifizierten Mitarbeitern/innen. Dieser Maßstab ist Verpflichtung für uns, deshalb suchen wir Sie (m/f) als erfahrenen

(Senior-) Kundenbetreuer/in

Die Stelle: Sie betreuen unsere anspruchsvolle Privatklientel auf nationaler und internationaler Ebene in allen Fragen der Vermögensanlage, des Portfoliomanagements und im Lombardkreditbereich. Dabei messen wir der Akquisition im Bestands- und Neukundenbereich besondere Bedeutung zu. Die Position ist in Luxemburg angesiedelt und der Bedeutung entsprechend dotiert.

Ihr Profil: Durch Ihre mehrjährige Berufserfahrung in der Betreuung vermögender Privatkunden sind Sie ein geschätzter Gesprächspartner Ihrer Klientel. Als Beraterpersönlichkeit kennzeichnen Sie eine hohe Professionalität und Sicherheit im Kundenkontakt sowie ein ausgeprägtes Akquisitionstalent und Abschlusssicherheit. Mit den gängigen PC-Anwendungen und Informationssystemen sind Sie vertraut. Sichere Kenntnisse möglichst mehrerer europäischer Fremdsprachen runden Ihr Profil ab. Sie stehen nun vor Ihrem nächsten Karriereschritt.

Unser Angebot: Wenn Sie selbständiges und eigenverantwortliches Arbeiten in moderner Umgebung schätzen, sind wir für Sie die richtige Adresse! Wir bieten Ihnen ein abwechslungsreiches Aufgabengebiet mit internationaler Ausrichtung, in dem Leistung anerkannt und Ihre eigene Entwicklung gefördert wird.

Helaba Luxembourg

Bitte senden Sie Ihre kompletten Bewerbungsunterlagen (Lebenslauf, Lichtbild, Zeugniskopie) an die

Landesbank Hessen-Thüringen International S.A.
Servicebereich Personal
Herrn Torsten Knaas
2, Place de Paris
L-1702
L-1017 Luxembourg

Tel. (+352) 49 94 01-341
Wir freuen uns darauf, Sie kennenzulernen!

WHOLESALE MARKETS BROKERS' ASSOCIATION CHAIRMAN

The WMBA is a trade association representing the interests of the listed brokers who operate in London's wholesale money and foreign exchange markets. It provides a key link both with the regulatory system and the associations representing the major financial institutions.

The Association seeks to appoint a full-time Chairman, based in the City of London, responsible to the membership for co-ordinating and managing the Association's affairs.

Pre-requisites for this challenging and innovative role are extensive experience of the financial markets and in-depth knowledge of the regulatory environment in which the broking industry operates. Strong interpersonal skills and the ability to quickly establish close working relationships with senior management within the member companies, regulators and other market bodies are also essential.

Please apply with full CV to:

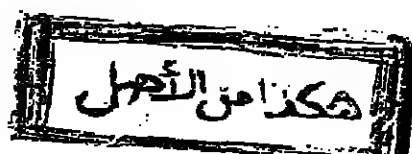
Richard Toomer, Wholesale Markets Brokers' Association
c/o Exco plc, Stherborne House, 119 Cannon Street,
London EC4N 5AX

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Quantitative Research Analyst

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An opportunity has arisen for a quantitative research analyst within the Equity Derivatives Group.

THE COMPANY

- Major UK based international banking group. Stable, profitable, prestigious organisation.
- Success story within investment banking. Headquarters in London with office network in over 20 countries.

THE POSITION

- Develop optimisation models for portfolio analysis.
- Create bespoke client research on equity portfolios; e.g. factor models and valuation analysis.
- Conduct trade execution analysis.

QUALIFICATIONS

- A minimum of 10 years' experience with a major investment bank. At least 5 years' experience of quantitative analysis of equity portfolios within an asset management house vital.
- Knowledge of global equity markets and an understanding of a US client base crucial.
- Excellent academic background. An MBA is essential, with a background in quantitative analysis, finance and computer programming. Knowledge of programme trading would be beneficial.

Please send full cv, stating salary, ref F5709A1, to NBS, 21-26 Garsick Hill, London EC4V 2AU
Fax 0171 489 0698 Tel 0171 379 1070

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COMPLIANCE MANAGER

New Pensions Operations

Our client, a recently launched financial services company within a FTSE-150 group, intends to become the pensions company of reference offering simple but innovative products and services through the efficient use of a leading edge technology based call centre.

To support further development a Head of Compliance with a proven track record in group and individual pension compliance is now sought. Specifically you will:

- Be responsible for all aspects of compliance
- Ensure all essential controls are in place thus effecting a secure operational environment
- Manage all aspects of the relationship with the PIA
- Use technical expertise and appropriate judgement to make sound business decisions

A professional background in accountancy, law or the actuarial field is essential with a relevant qualification being desirable. A track record in effective compliance activity is vital as is a strong affinity to IT. You must also demonstrate appropriate judgement in the application of current and proposed regulations.

You will need to ensure essential procedures are followed and to display confidence in decision making which your technical expertise brings. Your personal and professional credibility coupled with your technical skills will be vital ingredients in achieving this. You must also demonstrate the enthusiasm and flexibility that such a challenging environment will demand.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY, Tel: 0171 430 9000, Fax: 0171 405 5995, quoting ref: HKW/13309/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



THE PSD GROUP

The Vienna Stock Exchange will merge its securities and derivatives trading activities. Consequently, the Supervisory Board will appoint a new Board of Directors. The new management's objective is to strengthen Vienna's position in the trading of Austrian and Central European securities. One board member will hold the position of Chief Executive.

Wiener Börse
Vienna Stock Exchange

Board Member Marketing

Responsibilities:

- Representation of Vienna Stock Exchange with Austrian and international financial institutions, investors and issuers
- Strategic planning, positioning and restructuring
- Product innovation
- Structuring, negotiation and cultivating of international co-operations

Qualification:

- Extensive management experience in capital markets
- Detailed knowledge of international capital markets and stock exchanges, securities and derivatives
- Settlement and clearing experience
- Knowledge of controlling and risk management
- Fluent in German and English

Board Member Operations

Responsibilities:

- Feasibility analysis of trading and settlement systems
- Specification and implementation of EDP-projects
- Technical support for product innovation
- Cost-management, controlling and reporting

Qualification:

- Extensive management experience in operations/EDP with a financial institution and/or stock exchange
- Knowledge of securities and derivatives, settlement and clearing
- Sound knowledge of latest information technology
- Planning, reporting and accounting skills
- Fluent in German and English

Particular emphasis will be placed on communication and interpersonal skills, the ability to motivate and manage people, strategic thinking and analytical skills, flexibility as well as a proven track record in a change oriented environment.

These appointments offer a unique opportunity to shape the future and share in the success of the Vienna Stock Exchange.

Interested applicants should apply in writing or call Westner • Havranek, 1010 Vienna, Austria, Parkring 4, Tel: 0043/1/513 07 30, Fax: +513 07 19.

Leading Investment Bank OIL & GAS SECTOR ANALYST

SUBSTANTIAL PACKAGE, CITY

Our client is a global market leader in investment banking and securities, with a reputation for delivering high value-added equity investment ideas to major financial institutions around the world. The Bank's global equity sector research teams are top ranked in a large number of sectors.

THE POSITION

- A senior position in the European oil and gas team. Analysis and marketing of a range of European companies.
- Extensive liaison with corporate finance and investment banking.

- Provide thought-provoking and consensus-breaking valuation advice for a range of institutions.

QUALIFICATIONS

- Experience likely to have been gained within a major company in the oil and gas sector in the finance/corporate planning function or within management/strategy consultancy or accountancy.
- Strong valuation and financial modelling skills. Genuine interest in the equity markets.
- Graduate, ideally with further business or professional qualification. Exceptional communication skills. Ability to work under pressure and meet deadlines.

SAINTY HIRD
&
PARTNERS



Please send a full cv and current salary details, quoting reference 90807, to SHP Associates, Stratton House, Stratton Street, London W1X 5TE. Tel: 0171 753 3000 Fax: 0171 753 3010.

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CONSULTANTS AND BANKING SPECIALISTS Financial sector / Economic planning CIS, Central & Eastern Europe, Asia and Africa

Carl Bro International Management Division, is currently expanding its existing activities within economic planning and financial sector development. We provide technical assistance and advice to governments, SME development agencies, and private enterprises, as well as to central banks, banking associations, and individual banks primarily in CIS, Central & Eastern Europe, Asia and Africa.

To support this growing activity, Carl Bro International is inviting the submission of qualified consultants and banking specialists for specific projects as well as for our database of experts for future projects.

Although all expertise within the above areas are relevant, we are in particular looking for people with experience and specialist knowledge in the following areas and with relevant language capabilities:

FINANCIAL SECTOR

- Settlements and clearing systems
- Bank supervision and regulation
- Banking legislation
- IT & management reporting systems
- Training & human resource development
- Mortgage banking
- Securities and capital markets
- Rationalisation of operational procedures
- Internal audit, internal controls and risk management
- Housing finance systems

ECONOMIC PLANNING

- Policy advice
- Sector planning
- Economics of transition
- Tourism development
- Enterprise restructuring/privatisation
- SME development
- HRD and training
- Regulatory bodies
- EU pre-accession process
- Private sector development
- Public sector reform

We offer challenging assignments in an international environment. Competitive remuneration package. Interested candidates are invited to submit their application, including detailed CV, preferably by e-mail, to:

Carl Bro International a/s
Granskoven 8, 2600 Glostrup, Denmark
E-mail: albyman@carlbros.dk
Tel: +45-43 96 80 11, fax: +45-43 96 85 80
Bjarne Larsen (economics) Vagn Rasmussen (financial)

Carl Bro International a/s is a member of the Carl Bro Group of Consulting Engineers and Planners. The Group, with staff resources of 1,200, undertakes activities within almost any field of development all over the world. We provide consultancy services to the benefit of our customers. We operate within a framework of responsibility towards our employees, to the environment and to the society in which we work.



AGRICULTURE BUILDING ENVIRONMENT INDUSTRY INFORMATION SYSTEMS MANAGEMENT TRANSPORTATION ENVIRONMENT



Moody's Investors Service

Moody's Investors Service is a leading financial services company, recognised for its commitment to excellence and integrity. As part of our continuing programme of international expansion, we invite talented professionals who share these qualities to pursue opportunities (mainly London-based) in either Financial Institutions, Structured Finance or Corporates.

VP/SENIOR ANALYSTS

Selected candidates will have 7-10 years credit analysis experience. Candidates should possess strong quantitative/qualitative analytical skills as well as outstanding communication/written skills and a familiarity with legal documentation. Associates will be responsible for managing high profile relationships with all market participants including issuers, investors and underwriters. Additional responsibilities including producing industry perspective, outlooks and special comments. Masters degree desirable + fluency in a second European language. Vacancies of particular interest at this level are available in the Financial Institutions Group:

Reinsurance: to cover portfolio of European property & casualty insurers & re-insurers. Fluency in German advantageous.

Life Insurance: to focus on portfolio of UK life insurance companies.

Local and Regional Governments: to manage portfolio of Eastern European regional governments. Fluency in Russian is required.

AVP/ANALYSTS

Selected candidates will have 3-5 years credit or related experience. Must possess strong analytical skills, cashflow analysis, and financial modelling knowledge. Strong communication, written and technical skills are required. Masters degree desirable + fluency in a second European language.

ASSOCIATE ANALYSTS

Selected candidates will have 3-5 years credit or related experience. To support analytical research for publications and work with statisticians to ensure data and analysis is accurate and thorough. To provide analytical and technical support to senior analytical staff. Masters degree desirable + fluency in second European language. A vacancy of particular interest at this level is based in the Financial Institutions Group:

Local and Regional Governments: Fluency in Russian required.

SENIOR ASSOCIATES

Selected candidates will have 1-3 years financial analysis experience. Duties including gathering statistical data and therefore knowledge of accounting, economics and statistics as well as strong research skills essential. PC skills, including the ability to use macros in Excel are also a necessity. Masters/degree desirable + fluency in a second European language. Vacancies at this level are available in the Structured Finance, European Corporates and Financial Institutions Groups.

Moody's offers an excellent compensation and benefits package commensurate with experience and a professional environment where creativity is recognised and rewarded. Additionally, we offer the opportunity to become an integral part of a team of professionals that is respected throughout the financial services industry. We have offices in New York, London, Paris, Frankfurt, Madrid, Limassol, Hong Kong, Toronto, Singapore and Sydney. Please send your CV indicating position of interest: Human Resources Dept., Moody's Investors Service Ltd., 2 Minster Court, Mincing Lane, London EC3R 7XB.

SOUTH CHINA BROKERAGE CO. LTD.

INSTITUTIONAL EQUITY SALES AND RESEARCH
(Hong Kong SAR and PRC Markets)

South China Brokerage Co. Ltd. has been listed on the Hong Kong Stock Exchange since 1993 and is part of a group with significant interests in Hong Kong and China.

We are now seeking suitably experienced sales candidates for both our London and Hong Kong Offices. Research is based in Hong Kong. Positions are available at senior and junior levels. There will be no obstacle to major career growth for team players hungry for success.

Please send your resume to: Director of Human Resources (Ref. A8), South China Brokerage Co. Ltd., 28/F, Bank of China Tower, No. 1 Garden Road, Central, HongKong.

Project Leader

required by major UK entertainment company based in London

to run two year project on sales and marketing database development. Candidates must have MBA from London Business School, INSEAD or IMD and at least 5 years' experience of successful sales and marketing experience in the chip international companies. Ideally both within and outside the music industry. Knowledge of Japanese advantage.

Start date: 1 October 1997

Salary: up to \$45,000

For further details please apply to:

Box AS204, Financial Times

One Southwark Bridge, London SE1 9EL

Closing date for applications: 24 September 1997



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Emerging Market Analyst

Excellent Package

Our client is a successful Fund Manager involved in Emerging Markets for institutional clients. Due to increased volumes, a need has arisen for a further research analyst to specialise in investment in the former Soviet Union.

Responsibilities will include:

- To liaise with Investment Managers and subsequently to provide comprehensive country research.
- To assist Investment Managers with the analysis of industries and individual companies.
- To produce weekly political and economic updates on assigned markets and sectors.
- Frequent travel.

The ideal candidate is likely to have:

- A numerate degree and MBA.
- Strong analytical skills and PC experience.
- Excellent interpersonal and team skills.
- Previous experience of research into the former Soviet Union.
- Fluency in Russian, English and Spanish as well as excellent written communication skills.
- Experience of working in Eastern Europe or Russia preferred.
- Natural curiosity, tenacity and high energy levels.

Opportunities for ambitious candidates are superb in this rapidly expanding organisation. As a dedicated analyst you will be able to gain immediate credibility with peers and senior colleagues, displaying self-confidence and maturity. In a company which recognises that people are a critical resource, remuneration will be highly competitive.

Interested candidates should contact BBM Selection, enclosing a full CV, which includes contact telephone numbers. All applicants will be treated in the strictest confidence.

76 Watling Street
London
EC4M 9BJ



Tel: 0171-248 3653
Fax: 0171-248 2814
E-mail: 448@bbm.co.uk

Challenging and Prestigious Career Opportunity Funds Administration Manager

Major Investment Bank Bahrain Based

Excellent Remuneration Package

■ Our client is one of the Arab world's fastest growing, most successful and prestigious investment banks, of international repute, with its headquarters in the State of Bahrain. The Bank's principal activities are investment in, and advisory services relating to, treasury operations, international real estate and corporate investments and marketable securities. Recently the Bank initiated a Funds Management Program which involves placing funds with professional managers with target risks and returns. This program is managed by a small focused team within the Bank's treasury department, supported by external consultants and a strong internal monitoring and control infrastructure. The Bank is now in the process of launching a Global Asset Management program.

■ Our client is seeking to employ a Funds Administration Manager. Whilst the funds administration functions are being largely outsourced to an external funds administrator the selected candidate will be responsible for monitoring all external funds administration functions, liaising between clients and fund administrators and overseeing all administrative, operational and control activities. Other responsibilities include undertaking operations due diligence reviews on fund managers and administration managers and overseeing the net asset valuation process of underlying funds and the client portfolio. The candidate will also be

responsible for maintaining share registers and coordinating the completion and receipt of all legal documentation.

■ The candidate should have a professional qualification in banking and finance with at least five years experience with a funds management firm. A company secretarial qualification would be an added advantage. Initiative, good communication skills and the ability to work in a team-oriented environment are also required.

■ The attractive remuneration package is designed for a top calibre individual.

If you consider yourself to be the person for the position, then please forward your complete resume, to reach us within 10 days, to the following address quoting reference 97/76. We will reply to you within four weeks of receipt of your resume. Strict confidentiality is assured. Director of Recruitment Services, Ernst & Young, PO Box 140, State of Bahrain. Fax: 00 973 535 405.

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PRIVATE BANKER

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Iberian Markets

Competitive salary + bonus

London

Complemented by offices worldwide, the strength of this top quality Private Bank comes from being a wholly owned part of a leading international banking group with a premier credit rating and a strong capital base.

Whilst there is a good book of business, a key aspect for the Relationship Manager is to develop a portfolio of private clients focusing on the Iberian market. Of equal importance will be managing and developing client relationships and liaising with in-house product specialists. This will entail working with a successful team to develop and implement new marketing strategies.

Candidates will have several years experience of private banking including exposure to Iberia. Familiarity with investment management, trusts, foreign exchange, securities and cash management is required. Displaying a competitive edge yet organised and good team players, candidates must be fluent in Spanish.

Please reply with full CV, quoting ref: 1180, to James Walmsley at Ennismore Partnership Ltd., 48-50 Mortimer Street, London W1N 7DG, who is advising on this appointment.

Ennismore
INTERNATIONAL SEARCH AND SELECTION

CCF CAPITAL MANAGEMENT is 100% subsidiary of CCF Group.
Our company is a portfolio management company essentially working
with corporate and institutional investors for all classes of assets and managed
124 billion of Francs. We are seeking a:

EUROPEAN EQUITIES MANAGER

You should be a graduate and ideally in engineering. You should have a thorough knowledge of financial products and quantitative portfolio management principles and be familiar with current computer tools (Access, Excel).

Thanks to your 2 or 3 year's experience with a stockbroker, an asset management company or in a research department, you can demonstrate proven success in a similar job. Dynamism, reliability and motivation are essential qualities to succeed in this job. This position will give substantial career opportunities within the company for the successful candidate.

Company located in Paris

Please forward
your application to:
CCF Capital Management
Sylvie de Villemandy
75419 Paris Cedex 08
FRANCE

SODEXHO, a French international group (turnover 27 billion francs, workforce 140,000) is a world leader in the area of catering for companies (food and services). Our "Remote sites management" business has a turnover of 1.2 billion francs worldwide and a workforce of 12,000. We are seeking for

ADMINISTRATIVE AND FINANCIAL DIRECTOR FOR NIGERIA

Working closely with the Managing Director, you will be in charge of financial management for operations in the country (accountancy, management control), and you will supervise the local accountancy department. You will manage financial data, structure them and ensure financial reporting of the business both to the Managing Director for Nigeria and to the Administrative and Financial Director for Africa. Your task will include assistance in analysing collected information with the aim of optimising the subsidiary's results. You will also be responsible for the administrative aspect by managing relations with local government authorities. You are about 30, trained to a high skill level (+ a business school diploma), and acquired similar experience of 3 to 5 years in an environment involving services, distribution or public works.

This post requires fluent written and spoken French and English, business computing literacy, great awareness of international problems and provides good opportunities of advancement within our Group. The post to be filled is in Port Harcourt, Nigeria.

Please send your candidature (CV, letter of motivation and required salary) with ref. RAF/FT to SODEXHO, D&H Gestion de Bases Vie, BP 100, F-78883 St-Quentin-Yvelines cedex.

Sodex'ho
Société un monde de différences

ENERGY ANALYST/SALES PERSON

Panmure Gordon & Co. Limited, is one of the City's leading stockbrokers. It is a wholly-owned subsidiary of West Merchant Bank which is a highly successful subsidiary of the WestLB Group, one of Germany's largest financial institutions and ranked 17th largest banking group in the world. The operation is undergoing impressive growth and as part of this expansion is seeking to recruit an Energy Analyst/Sales Person.

Expected to be in their late twenties or early thirties, candidates must have a first class honours degree in economics and/or business studies and be SFA registered. In addition they will have worked in a downstream environment for a major oil company and/or coal mining company.

- Applicants will be required to demonstrate the following skills:
- Werktuiging in een "emerging market" land en een grondige kennis van het Engels, Duits en Nederlands zijn een vereiste
- a firm understanding of the overall macro-economic environment and its impact on corporate performance
- excellent written and oral communication skills with the ability to present ideas in an effective and lucid manner.

The roles will encourage the formulation of strategy for the trading/sales desk along with the production of investment reviews and publications.

A competitive package including bonus and full benefits is available for the successful candidate.

Please send your updated CV with salary details, quoting ref. PG8901 to
Diane Teevers - Personnel Manager
at West Merchant Bank,
33-36 Gracechurch Street,
London EC3V 0AX

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Financial Times

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You will have experience of working as part of a team and will be currently using advanced DCF techniques and analysis packages.

A thorough knowledge of tax practice and/or cross-border structuring of deals in excess of £20m would be advantageous.

Currently you will probably be working in the project advisory arm of a major bank or be involved in highly structured deals within industry.

Please reply in strictest confidence to Bill Morrow extn 202 or Mair Goodson extn 211 at the address below.

Morgan Chase Europe Limited, 54 Grosvenor Street, London W1X 0EU
Telephone 0171 629 5444 Facsimile 0171 629 7445
e-mail morganchase@trillbogo.co.uk

FORFAITING

A major European bank is seeking to build up a new London-based Forfaiting team. The team will initially consist of 3 professionals: 2 Forfaiters, 2 Administrators and 1 Primary Acquirer based in Germany.

The open positions

Senior Forfeiter - Head of Group

The successful candidate will have a minimum of 6 years experience in both the Primary and Secondary markets and must have good management skills.

Forfeiter Trader

Minimum of 3 years relevant experience.

Candidates for both of the above positions should be computer literate and have good trading skills.

Forfeiter/Loans Administration

Minimum of 3 years relevant experience with emphasis on Forfeiting. Candidates must be computer literate and ideally familiar with the ROHIST Forfeiting Management System.

A knowledge of German would be an advantage for all positions.

The remuneration package will be competitive and reflect the experience of the successful candidate.

To apply, please write, enclosing your C.V. to Box AS218, Financial Times, One Southwark Bridge, London SE1 9HL. Your application should include a note of your current remuneration package and advise for which of the three positions you are applying.

EMERGING MARKETS

Graduate Economist

Competitive Salary and Incentive Package

A major London-based emerging markets investment house is seeking a graduate economist to work within its Chief Investment Office. The successful candidate will have an outstanding academic background. He or she will be capable of analysing a complex field of inputs and drawing investment conclusions from them. The position involves liaising with the company's country and regional emerging markets specialists, generating input and output documentation in accordance with its investment process, and writing for its various publications. Primary research also requires occasional travel around the emerging world and linguistic ability is therefore a plus. This is an excellent opportunity for an exceptional individual.

Please reply to Box No. A5205, Financial Times, One Southwark Bridge, London SE1 9HL with full details.

EXCO SECURITIES LIMITED SECURITIES BROKERS

Exco Securities Limited is the securities arm of Exco Plc, one of the world's most successful integrated money and securities broking firms.

As part of our expanding operations across European markets and in line with our value added approach to the business, we are looking to recruit high quality individuals for our London operation.

We are interested in people with a background in investment banking and/or securities, who will bring with them the ability to add value to our business and that of our customers. We're also keen to hear from graduates, with a genuine interest in securities, to train as Brokers.

For successful candidates the rewards and career development opportunities will be exceptional.

Please write, with full CV, to Jacqueline Black, Personnel Department, Exco Securities UK Limited, Sherborne House, 119 Cannon Street, London EC4N 5AX.

EXCO

PREUSSAG

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هكذا من النجمل

ACCOUNTANCY APPOINTMENTS



COLGATE-PALMOLIVE (UK) LIMITED

Budget and Planning Manager

c £50,000 + Car + Bonus

Surrey

Colgate-Palmolive (UK) Ltd is part of the global Colgate-Palmolive Company that manufactures toothpaste, mouthwash, body care and household products. Colgate-Palmolive operates in 194 countries and has strong global brand names. The Company is one of the most established consumer products companies in the world. The UK subsidiary of Colgate-Palmolive employs 175 people in its head office in Guildford. Colgate-Palmolive UK is the leading UK oral care supplier with 34% of the domestic market. The company's sales, marketing and operations. Its key purpose is to develop and maintain company, customer financial planning function is a centre of excellence, maintaining a very close relationship with the plant near Manchester. Turnover is in excess of £110 million and gross profit is over 15%. Colgate-Palmolive UK is the leading UK oral care supplier with 34% of the domestic market. The company's sales, marketing and operations. Its key purpose is to develop and maintain company, customer financial planning function is a centre of excellence, maintaining a very close relationship with the plant near Manchester. Turnover is in excess of £110 million and gross profit is over 15%.

Key elements of the B&P Managers role include:

- Co-ordinating and communicating financial plans to local and corporate management.
- Monitoring progress against financial plans and recommending changes.
- Managing and developing financial information systems.
- Managing a Budget and Planning team of five people.

Working in a highly commercial environment, you will be expected to challenge the status quo, influence key decision makers, add value to commercial processes and play a significant part in the Company's future success.

will be a qualified accountant, preferably holding an MBA, with five years post qualification experience. A working knowledge of an FMCG or retail organisation would be an advantage. Initiative, ambition and proactivity will ensure your success in this role and future career. Results orientated individual with the ability to influence and challenge, you will also need interpersonal and people management skills.

If you feel you have the ability to add to Colgate-Palmolive's ongoing success, please send a comprehensive CV to Alistair Robinson at Michael Page Finance, Cygnet House, 45-47 High Street, Leatherhead KT22 8AG or telephone him on 01372 375661 or fax 01372 370101.

Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

FINANCE DIRECTOR

TO £50,000 + CAR + BONUS

PARIS

Millions of lives are protected daily by the companies which form Kidde International, a division of a leading UK based corporation. The companies of Kidde International occupy a world market leadership in the supply of fire detection, fire suppression and safety control systems for aircraft, ships and vehicles, as well as industrial, commercial and consumer applications. This is a truly global operation, turning over in excess of £600 million.

The need has arisen to appoint a commercially minded Finance Director to assist with the integration of a newly acquired fire protection business operating within the aerospace sector into an existing Kidde International company. Reporting directly to the Managing Director of this £770 million business unit with a dotted line to the sector's Finance Director you will be responsible for:

- the provision and interpretation of accurate management information to

- enable effective business decisions to be taken
- budgeting and forecasting together with comprehensive performance analysis
- statutory returns, audit and monthly packs satisfying sector, divisional and group requirements
- management, motivation and development of the finance team
- the company's MIS policy, ensuring systems requirements are met on both a timely and cost effective basis
- management of internal cost efficiency projects
- ad hoc projects as requested by the Managing Director and operating Company Executives

The successful candidate will be a graduate, French qualified accountant with a minimum of five years' post qualification experience including solid exposure to a

production environment.

Experience of post acquisition accounting, integration of newly acquired business into existing organisations, and legal reporting requirements of a business in France would be advantageous.

Personal qualities should include fluency in both French and English, written and verbal, and excellent interpersonal skills. You should be able to demonstrate a proven track record as a hands-on financial executive who leads by example and who is decisive, energetic, organised, disciplined and team orientated.

Interested candidates who feel they match these requirements should forward a detailed CV stating current salary package to Kacey Young or James Bacon at Robert Walters Associates, 10 Bedford Street, London WC2E 9HE. Telephone +44 171 915 8667. Fax +44 171 915 8714. E-mail: james.bacon@robertwalters.com

ROBERT WALTERS ASSOCIATES

<http://www.robertwalters.com>

LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON AUCKLAND

FINANCIAL DIRECTOR

International Marketing Services

c. £75,000
+ Car + Benefits
SUSSEX

Loyalty Management International (LMI) represents and develops the overseas business interests of the highly successful As Miles loyalty programme currently operating in North America and Europe. Through well targeted research and development, further markets will be identified with new and exciting products and services.

LMI is committed to further developing its success based upon confidential marketing information allied to a strong awareness of each market sector within which it operates. To manage its planned international growth strategy, a key opportunity has arisen for an outstanding finance professional. Reporting to the Chairman, you will take full responsibility for all aspects of financial control and for monitoring and interpreting the performance of the business group, applying technical and commercial expertise to a broad range of accounting and business issues. Specifically you will:

- Work closely with senior management in order to investigate, negotiate and implement expansion opportunities when they arise.
- Maintain relationships with investment and financial institutions in order to capitalise favourably when needed.
- Nurture and develop a small head office accounting team by adopting a 'hands on' policy to the daily management of the function.
- Establish strategic financial policies and monitor the senior financial management of the company's subsidiaries.

As an ambitious, self-motivated accountant, you should be able to demonstrate first class communication skills and be capable of operating at a senior level, dealing with complex corporate finance, tax, legal and business driven issues. You will be aged mid to late thirties, a graduate, qualified from a leading professional firm and able to demonstrate a highly successful track record in a marketing driven international group. Considerable overseas travel will be required and consequently foreign language skills would be a distinct advantage. This is a high profile role offering an outstanding career opportunity in a business dedicated to quality and growth.

Interested candidates should write to Mark Rowley at Herst Austin Rowley, 30 St George Street, London W1R 9FA, enclosing a full Curriculum Vitae and quoting reference HAO0148. Fax 0171 409 7572. E-mail: mark@herst.co.uk

HERST AUSTIN ROWLEY

HW Group Company

FINANCE DIRECTOR

Private Medical Insurance

Jeddah, Saudi Arabia

c.£70,000, plus expatriate benefits

BUPA leads the UK private healthcare market and has ambitious growth plans for its international operations. It has recently entered into a joint venture to provide private medical insurance products and services throughout the Kingdom of Saudi Arabia. As Finance Director, you will:

- Control and administer all financial management and accounting functions
- Prepare business plans and budgets, reporting and monitoring subsequent performance
- Be responsible for the ultimate financial evaluation of all products and provider negotiations
- As a key player in the executive team, advise on the financial implications of policy decisions and provide strategic financial information

You will be a qualified accountant with progressive financial management experience in the healthcare or general insurance industries. Practical working experience of the Middle East is essential.

This is an exciting opportunity for an ambitious, commercially-focused accountant to influence and be part of BUPA's international growth plans. A full, accompanied expatriate package is offered, including tax free salary.

Interested candidates should write with full CV, quoting current rewards package to Peter Sandham, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY. Tel: 0171 430 9000, Fax: 0171 405 5995, quoting ref: HPS/13232/FT.

BUPA

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



FINANCIAL DIRECTOR

CONTRACT ENGINEERING
TO £50,000 PACKAGE, CAR NORTH WEST

This is a new appointment with a major contract engineering group. Operating nationally via a regional network, the company undertake a diverse range of engineering/service activities. The contracts, varying considerably in size, extend across a wide spectrum of industries.

Reporting to the Managing Director and playing a crucial management role, responsibilities are for the overall control of the finance and IT functions of the business. Key is the setting up of appropriate management information and control systems, advising senior colleagues on issues affecting the company's commercial activities.

Candidates will be qualified accountants, with a minimum of

five years' experience in a contracting environment. You will have operated at a senior management level with a proven track record of success and be eager to play a total business role within the company.

Interpersonal and development skills will be taken for granted with strength of character being extremely important.

Please reply in confidence, enclosing your CV and current salary details, quoting ref: FT2006, to Joelle Warren at Howgate Sable & Partners, Arwright House, Parsonage Gardens, Manchester M3 2LF. Tel: 0161-839 2000, Fax: 0161-839 0064. Internet: <http://www.topjobs.net/howgate>



Howgate Sable & Partners

EXECUTIVE SEARCH AND SELECTION

London • Manchester • Leeds • Newcastle

Group Financial Controller

International Media Group

Netherlands

c.NLG200,000 + Bonus

This dynamic media group, turnover several hundred million dollars, operates four International Divisions worldwide. It has made several acquisitions during 1997 in the US, UK and Far East whilst still growing organically. The new Group Controller reporting to the Finance Director will have responsibility for ensuring the integrity, controls and systems are in place globally. There will be extensive world wide travel.

The Role

- Responsible for preparation of monthly financial reports.
- Ensure financial controls are in place to meet growing demands. Integrate acquisitions into Group systems.
- Heavy involvement in planning process.
- Effectively manage both International/Regional finance teams, support where necessary.

The Candidate

- Graduate Chartered Accountant. Age early 30's. Proven track record within pressurised International Group driving through change and tightening controls.
- Outstanding systems, communication and presentation skills. Ability to command respect across business.
- Self-motivated, enthusiastic approach, pro-active style with commercial flair. Thrive in challenging and demanding environment. Computer literate, technically excellent.

Please apply in writing enclosing full CV, quoting reference number LBA/109.

LAWRENCE BARNETT

Metropolitan House, City Park Business Village, 20 Bridgley Road, Manchester M16 9HQ. Tel: 0161-877 4439 Fax: 0161-877 6706

GROUP CHIEF ACCOUNTANT

MAJOR PLC

To £75,000 PLUS FULL BENEFITS

Our client is a London-based FTSE 100 company, clearly recognised as the leader in its market, and with a very impressive track record of expansion and increased profitability, both in the UK and globally.

The senior financial management team is being redrawn in order to provide increased business support, and we have been asked to identify the Group Chief Accountant.

The role reports to the Group Finance Director and the responsibilities include

To apply, please send a full curriculum vitae, quoting reference 3042, to Peter Wilson PCA, at SCI Selection, Finland House, 56 Haymarket, London SW1Y 4RN. Tel: 0171 930 6314 Fax: 0171 930 9539.

all statutory and regulatory reporting, treasury management, taxation and shareholder and analyst relationships. Equally important will be promoting the highest standards of excellence.

You should meet the following criteria:-

- Graduate Chartered Accountant
- "Big Six" trained
- First time exam passes
- At least five years' senior financial management experience at the heart of a substantial quoted plc, or the equivalent audit experience.

The negotiable remuneration package will include discretionary bonus and profit sharing scheme, car allowance, and the full range of benefits.

SELECTION
A division of
Stanton Chase
International

BG plc

International E&P Accountant

Thames Valley

£35-£40k + Bonus + Car + Bens

With a turnover in excess of £4bn, BG plc is a leading player throughout the entire gas chain from exploration and production through to transportation and distribution, power generation and market development. BG Exploration & Production's worldwide portfolio of assets extends beyond the UKCS to Europe, Asia Pacific, the Americas, the former Soviet Union, Africa and the Middle East. Within this dynamic international organisation, there is now a requirement to augment the head office finance team with an exceptional E&P accountant.

Working within a team responsible for 20 international companies, you will be heavily involved with the

analysis and review of submissions from the global network of offices, UK statutory and group reporting and liaison with operational and support functions.

The successful candidate will be a qualified accountant with a minimum of 2 years post qualification and 4 years E&P experience. With an excellent academic background, you will be able to demonstrate a track record of achievement developed in a highly commercial and competitive environment, where your first rate technical and analytical skills have been utilised to their full extent. Your interpersonal and communication skills will be excellent.

Interested applicants should write, in the strictest confidence to our retained consultants, Christopher Mills or Simon Easter, at Walker Hamill, Thames Valley Office, forwarding a brief résumé quoting reference CM3564. All direct applications will be forwarded to Walker Hamill.

WALKER HAMILL

The Accountant
Accountants
and Finance
Recruiters

100, 111, 112, 113, 114
Finsbury Square
London EC2A 3DF

BUSINESS ANALYST

Central London

Package c.£40,000

Our client is a world leading utility and services group. A major force, each of its businesses has a reputation for excellence and quality. Increased UK market share has been achieved through organic growth and strategic acquisition and this has resulted in an enviable portfolio of leading household names. The company is now poised to develop its position further and, as such, requires a Business Analyst to work directly for the Group Finance Director. You will play a key role in driving the business forward, providing operational and strategic support to all parts of the group.

THE COMPANY

- Major multinational - market leader in a number of business sectors; turnover c. £2bn
- Pioneer in cutting edge technology
- Highly profitable; ambitious strategic plans
- Competitive and customer focused
- Dynamic and fast moving management culture

THE PERSON

- Age 25-30; graduate ACA/ACMA/MBA with first class academics
- Excellent analytical skills combined with significant exposure to special work
- Experienced in transactional corporate finance
- Proven track record of achievement to date
- Highly focused and dedicated
- Team player; project orientated approach
- Strong interpersonal skills; management presence
- International orientation

THE ROLE

- Commercial and financial analysis of all issues relating to the strategic development of the business
- Projects will include mergers and acquisitions, analysis of international bids and business performance evaluations
- Advising and supporting group companies
- Competitor analysis; review of market trends
- Financial and economic modelling and projections
- Exposure to senior management

Please contact our advising consultants James Heath or Sharmila Sharon Parekh at Executive Match on 0171 872 5544, or write enclosing your CV quoting ref. F1767 to them at:

EXECUTIVE MATCH
1 Northumberland Avenue,
Trafalgar Square,
London WC2N 5BW
(Fax: 0171 753 2745)



European Financial Director

M40/M25 Area

Attractive negotiable package:

c£70,000 + Bonus + Stock Options + Car Allowance

A listed North American market leading intranet software company with a superb record of 100%+ growth per annum, is looking to develop its European Operations (which will include the Middle East, Eastern Europe, South Africa and Australia). They already have operations in Holland, Switzerland and the UK and are looking to expand via acquisition, particularly within the UK and Germany.

Reporting to the European Managing Director and Corporate HQ you will be responsible for all financial, legal and administrative functions besides implementing the necessary systems, structures and procedures to ensure effective control of the European operating companies. You will produce the management and statutory information, assist in targeting potential acquisitions and carry out the due diligence and subsequent integration process.

An ambitious, "hands on", business orientated qualified accountant, you are a team player, probably aged around 35-40 with a broad range of skills and abilities. These include a European or International perspective, experience of US GAAP reporting, acquisitions and a software or computer services background. A second European language would be useful, particularly German or French, but the ability to make a significant contribution to the senior management team and produce accurate, reliable information in an aggressive, fast-moving and rapidly changing environment is absolutely essential.

If you are interested in this exciting and challenging opportunity then please send an up-to-date CV together with full salary details and a daytime telephone number to Andrew Cook at:

Resource Selection, 36-40 Liverpool Road, Luton, Bedfordshire, LU1 1RS.

Tel: 01582-422472. Fax: 01582-415868. Email: rs@trsg.demon.co.uk

UK GROUP HEAD OF FINANCE

MAJOR US MULTINATIONAL

c£60,000 + Bonus + Benefits

MIDLANDS

Now part of a \$7 billion US corporation, this UK group is currently being rationalised and refocused. With sales of £250m including exports it is one of the world's leading manufacturers of architectural hardware with a wide range of products and services. Within the UK there are six businesses with eight manufacturing sites and a number of distribution centres, currently employing 2,400 people.

The newly appointed UK Managing Director is looking for a Group Head of Finance to join him at the head office and work closely on business strategy and management. Whilst there will be responsibility for some consolidation and reporting to US corporation, the major thrust will be to work with local MDs and FDs to improve their business performance by strengthening systems and procedures. Principal responsibilities include protection of company assets, budget and strategic plan production, capital expenditure assessment and control.

Candidates will have a strong business acumen and have operated as a full member of a senior business team. Professionally qualified as an accountant, the successful candidate will have had significant experience within a manufacturing environment. This must have included some time as a site accountant in a manufacturing plant. International exposure, especially to US accounting standards, will be expected and good IT skills are important. Personal qualities will include a strong intellect, a dynamic and proactive approach, with a tough and courageous character. The requirement is for a 'can do' team worker who is effective in achieving results through other people.

Please reply in confidence, enclosing your CV and current salary details, quoting ref: FT12009, to Peter Shotton at Howgate Sable & Partners, Arkwright House, Parsonsage Gardens, Manchester M3 2LF. Tel: 0161-839 2000, Fax: 0161-839 0064. Internet: <http://www.topjobs.net/howgate>



Howgate Sable & Partners
EXECUTIVE SEARCH AND SELECTION

London • Manchester • Leeds • Newcastle

CHIEF FINANCIAL OFFICER

Challenging New Venture

Cambridgeshire

Up to £80,000, bonus, options, benefits

Our client, a recently launched financial services company within a major UK group, is poised to become the pensions company of reference, offering simple but innovative products and services through the efficient use of leading edge technology. Instrumental in establishing and building this business and reporting to the Managing Director you will:

- Be responsible for strong financial controls and all aspects of external reporting (including DTT)
- Provide meaningful and relevant management information and advise on key issues
- Support the Managing Director in the profitable growth of the business
- Drive the short and medium term planning, proactively and positively contributing to all commercial developments and discussions

A qualified Accountant, with a strong technical background in financial services and insurance and an attention to detail, you must demonstrate a successful track record of adding value to commercial decision making. This will require real business maturity, high levels of personal and professional credibility and excellent presentation and communication skills. A strong affinity to IT is also essential. Your ability to see the wider, strategic picture and your skills in influencing on both financial and business matters will be critical to your contribution. Flexibility, energy and enthusiasm will be necessary for you to rise to the challenge of this exciting start-up scenario.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 3DF. Tel: 0171 430 9000, Fax: 0171 405 5995, quoting ref: HKW/13310/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



THE PSD GROUP

EUROPEAN FINANCE DIRECTOR



Surrey

Package to c£80,000

Leasing Solutions International Ltd, a subsidiary company of LSI, Inc, specialises in leasing information processing and communications equipment to high-profile, multi-national clients in the UK and Europe. The current client base is spread across Europe with subsidiaries operating in UK, France, Germany, Netherlands, Belgium and Italy.

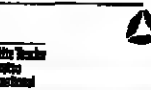
To support their continued success and the next phase of growth, Leasing Solutions International Ltd is seeking to recruit a Finance Director to join the European Management Team.

Applicants should be graduate, qualified accountants, able to demonstrate a successful track record in a service oriented environment. Specific responsibilities will include the design and implementation of financial systems, leading the business planning processes throughout the Region, management of outsourced services, cash treasury management and company secretarial duties.

Previous experience of US GAAP is essential.

If you would like to join this successful, growing business as a key member of the management team, please write with full details of your career to date to Charlotte Cole, Deloitte & Touche, Hill House, 1 Little New Street, London EC4A 3TR, quoting reference 3350.

Deloitte & Touche



MANAGEMENT SOLUTIONS

KPMG

Finance Director

- M3 corridor
- To £100,000 + benefits + share options

Our client is a fast growing mining company with interests in a number of European countries. Following a decision to obtain a UK listing and to relocate its headquarters to the UK, a requirement has arisen to appoint a Finance Director to the board of the company.

This is a senior level appointment for which the main requirements will include, managing the accounting and treasury function, and being the key resource for corporate finance and tax advice and adding value in financing, restructuring, acquisitions and new mining projects.

The successful candidate will be of degree calibre, a qualified accountant with a thorough knowledge and understanding of the City and its requirements, and experience of operating on an international basis. He/she will probably already be a Deputy or Chief Financial

Officer for a listed group. A background in mining is preferable though not essential but knowledge and understanding of the management of funding of large capital projects, of the use of derivatives and hedging will be requirements, as will high level presentation skills.

This is an unusual opportunity to contribute to the development of a strongly growing organisation where the prospects for sharing in the success of the company are excellent.

If you meet the stringent requirements for this position, please send your CV, together with details of current remuneration, quoting reference BDDD to Bernard Grant, KPMG Selection & Search, 1-2 Dorset Rise, London EC4Y 8AE. Fax: 0171 311 5872.

KPMG Selection & Search

Financial Controller

Central London c £45,000 Package + Bonus

Our client, a UK quoted plc, is a property company with an extensive portfolio of mainly industrial and retail interests throughout the UK. With gross assets of c £140 million and net rental income of over £11 million, our client is well positioned to take full advantage of the improving UK property market and continue with its extensive development and refurbishment programme.

An opportunity has arisen for a Financial Controller to join a high calibre management team. Reporting to the Corporate Development Director, you will have responsibility for running the day-to-day activities of the finance function including:

- Managing a team of four staff.
- Interim and full year statutory reporting.
- Monthly management reporting and forecasting.

- Tax returns and planning.
- Systems upgrades.
- Support to directors on property financing deals.

The successful candidate must be a qualified ACA with well established post qualification experience, gained outside of the profession. Previous property experience, while advantageous, is not essential. More important is clear evidence of a 'hands-on' individual with good commercial awareness and the ability to take initiative where appropriate.

In return, the successful candidate can expect a high profile, stimulating and autonomous position within a growing quoted plc environment.

Interested applicants should forward a comprehensive curriculum vitae, quoting reference 365308 to Liam Dowds at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Financial Controller

City £ Competitive Package

Our client is one of the foremost broker/dealers on the London Metal Exchange, offering exchange and OTC instruments. They supply 24 hour coverage to their global client base via the London office and associate offices in the US and Far Eastern time zones. They are backed by one of the world's largest and most experienced trading organisations.

Our client is looking to recruit a Financial Controller.

This role is central to future strategic growth, as well as the continued successful financial management of the organisation. Consequently the successful applicant should be a qualified accountant who is:

- Confident and personable with excellent communication skills.
- Dynamic.
- Highly motivated and self starting.

Key responsibilities of the role include:

- Streamlining operational flow and improving the quality, depth and timeliness of all financial information produced.

- Leading role in liaising with and overseeing all financial and taxation issues arising from overseas associates.
- All accounting for the business, including, management, taxation and regulatory returns.
- Relationship management with auditors, Inland Revenue, banks and all advisers.
- Treasury and cash management policy and operational management.

This is a senior role and as such the individual will be expected to make a major contribution across all levels and all disciplines in the organisation.

If you consider that you are appropriately qualified for this role, please send a full curriculum vitae to Joanna Adolph, Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LN, Telephone 0171 269 2341, fax 0171 242 5383.



Michael Page City

International Recruitment Consultants
London Paris Frankfurt Madrid Hong Kong Singapore Sydney

GROUP FINANCIAL CONTROLLER

Growth Orientated International Role

London Based



to £70,000 + Bonus + Share Options

PLD Telecom is a fast growing and highly innovative telecommunications company offering a wide range of voice and data products and value added services in the former Soviet Union. This pace of growth and change, together with the information demands of being a US public company, have resulted in their need to recruit a high calibre Group Financial Controller.

THE POSITION

- Reporting to the New York based CFO, responsible for all aspects of statutory and internal management reporting for this dynamic and geographically diverse Group.
- Provide first class input to the business managers and finance staff of the country operations on business planning, performance measurement, management reporting and investment appraisal.
- Ensure financial control and management information systems can keep pace with significant growth rates; assist in capital markets fundraising and M&A activity.
- Undertake c 35% travel to Russia, Kazakhstan and occasionally the USA.

QUALIFICATIONS

- A high calibre qualified ACA or CPA, probably aged early to mid 30s, with a track record of achievement in their career to date.
- Experience of US public company reporting requirements and, ideally, some previous practical experience of the FSU, Eastern Europe or other developing markets.
- A strong commercial orientation with the drive, energy and commitment to add value and achieve results in environments which require flexibility and lateral thinking.
- A flexible, pragmatic problem solver with excellent communication skills, able to influence and persuade at all levels in the organisation.

If you are interested in this outstanding opportunity please write as soon as possible, enclosing a current CV and salary details to the advising consultancy Keith Evans or Jon Boyle, at Questor International Limited, 3 Burlington Gardens, London W1X 1LE. Please quote reference 2294. Fax 0171 287 5457. E-Mail: keith@questorint.com



QUESTOR INTERNATIONAL

DIRECTOR OF FINANCE

North of England £55-65,000 + Car + Bens

Our client has enjoyed sustained and considerable growth and is firmly established as one of the UK's premier law firms. The firm is progressive and expansive and has an absolute commitment to providing the highest quality of services to its clients. They have exciting plans for further development and seek to strengthen their management team through the appointment of a high calibre Director of Finance.

THE POSITION

- Report to the Managing Partner, assuming full responsibility for financial management and control, you will play a key role as an integral member of the Executive team.
- Review the firm's support functions (120 staff), establish and implement a strategy for the working practices, management processes and administration to facilitate the profitable development of the firm.
- Drive the development and integration of computer systems throughout the firm to ensure maximum return from the investment in technology.

QUALIFICATIONS

- Qualified Accountant, aged 35-45, with experience of broad commercial and financial management probably gained within a professional services/partnership environment.
- Exceptional leadership, motivational and interpersonal skills with proven experience of managing and developing successful teams, along with the presence and maturity to inspire confidence.
- Strong strategic and commercial awareness with the intellect and vision to create and innovate balance with a pragmatic, results focused style.

Interested candidates should write in the strictest confidence, enclosing full career and current salary details to Stephen Banks, Questor International Limited, 3 Burlington Gardens, London W1X 1LE quoting reference 2296. E-mail: Stephen@questorint.com



QUESTOR INTERNATIONAL

TAX-BASED FINANCIAL ENGINEER

ASIAN FOCUS

We are representing a world-wide financial services organisation which advises multinational corporations, financial institutions and government entities. The global derivatives financial structuring group engineers unique investment products and creates derivatives-based solutions to tax and accounts issues for major corporate clients. Sustained expansion across the global derivatives business has created a new role within the team to focus on the Asian market. Key responsibilities will include:-

- structuring and marketing of tax-advantaged products to clients
- utilisation of international domestic tax rules for customer-focused product development
- provision of tax inputs to documentation issues surrounding complex derivatives trades

You are likely to be a qualified accountant or tax lawyer with a strong knowledge of international tax systems and treaty networks, particularly within the Asian region, and a genuine understanding of financial instruments and their tax treatment. Transactional/deal experience is essential, preferably gained in a bank, investment house or leading advisory firm. A team-player, with excellent organisational and execution skills, you will be confident in your ability to interact with a broad base of sophisticated corporate clients.

London-based (significant travel)

c.£100,000 + Bonus + Benefits

Please forward a comprehensive CV quoting ref. 1829MP to Matthew Phelps at Brewer Morris, 179 Queen Victoria Street, London, EC4V 4DD. Tel: (00 44) 171 415 2800. Fax: (00 44) 171 463 0740.

BREWER • MORRIS

TAXATION RECRUITMENT SPECIALISTS

Financial Systems Accountant

Central London £ Excellent + Car + Bonus

Our client, a global chemicals organisation and market leader in its field, with 53 operations in over 18 countries and sales of £1 billion, is firmly committed to expand its operations globally by way of organic and acquisition-led strategies.

The dynamic changes across the group have created a rare and exciting opportunity for a high calibre systems professional who has the confidence to challenge existing practices and to drive and facilitate further development group wide.

This role will be an important part of the group finance team, collectively responsible for management and financial information. The individual will be involved in all aspects of the teams responsibilities and provide leadership in areas such as:

- Development, use and interpretation of advanced modules, schedules and tools for forecasting, budgeting and statutory reporting.

- Managing the integrity and exchange of best practice between central head office and operating companies worldwide.
- Key intermediary to the promotion and co-ordination of a group-wide reporting system to aid business decision-making and achieve financial efficiencies.
- Providing proactive management support and close liaison with IT and finance staff, including ad-hoc projects and training.

Candidates will be qualified accountants, aged between 27-35, with strong IT/pc skills, or have knowledge/experience of consolidation accounting systems, preferably Commander FDC. Extensive Excel modelling experience is essential. Credibility, maturity and strong interpersonal skills are also prerequisites, as is a persuasive and proactive style.

Interested applicants should apply in writing to Jazz Dhanda at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN, quoting reference 339427.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Finance Manager

Thailand c£45,000 + Bonuses

Our client is a global organisation with the most impressive brand portfolio in its market sector. With a reputation for quality and excellence throughout the world our client now seeks an impressive individual to be the Finance Manager in a key manufacturing and marketing subsidiary. As a member of the management team responsibilities will encompass the following:

- Provision of independent financial analysis to the Operations Director and commercial management of the region
- Overall management of the finance department
- Devising effective personal development for key members of the finance team
- Maintenance of standard financial policies combined with management of financial reporting to the Group
- Ensuring compliance with local statutory reporting

You will possess strong analytical, planning and commercial problem solving skills combined with enthusiasm and a proven finance track record. Ideally you will have a minimum of 3 years POE and international exposure would be advantageous.

To discuss this opportunity telephone Jason Gasparro on 0171 405 4181 quoting reference no: 55057 or alternatively send your details to the address below:

5 Brown's Buildings
Chancery Lane
London EC4A 3DF
Tel: 0171 405 4181
Fax: 0171 405 1140
E-Mail: jason@psd.co.uk
Internet: www.psd.co.uk



PSD

Finance and
Accountancy
Recruitment

Head of Advances

Bank of Cyprus
(London) Ltd



Central London

■ The Bank of Cyprus (London) Limited is the UK banking arm of the premier banking and financial institution in Cyprus. Headquartered in London with eight branches in the UK, it is consistently ranked amongst the most profitable foreign-owned banks in the UK and has an impressive record of compound annual growth.

■ Reporting to the Assistant General Manager, you will lead a small team and manage the processes concerned with analysing and approving applications for advances, in accordance with agreed Bank procedures and policies. In this role you will also monitor the complete loan portfolio, so as to minimize the Bank's credit risk, assist in the decision making of the Loans Committee and provide specialist advice to the branches.

■ This is an outstanding opportunity to join the Bank in a high profile, fast track role, contributing immediately at a senior management level and providing the basis for a long term career in corporate banking. To be considered, therefore,

you must be a graduate Chartered Accountant, one to three years qualified, and with a background in one of the leading professional firms. Excellent knowledge and experience of the banking sector is essential and fluency in Greek would be an advantage.

■ A competitive salary and a comprehensive package of banking benefits is offered.

If you are interested in this opportunity, please send your curriculum vitae, with current salary details and an explanation of how you meet the requirements, to Neil Cameron, Ernst & Young Management Resourcing, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 3NH, quoting reference NC0149.

ERNST & YOUNG

The United Kingdom firm of Ernst & Young is a member of Ernst & Young International

FINANCE DIRECTOR

Exceptionally commercial focus - Media sector

London**c £60,000 + Car + Bens**

Enjoying the twin benefits of major Plc parentage but complete management autonomy, this company occupies a dominant role in its sector. The business is aligned to the advertising sector and is poised for significant growth following recent senior management changes. The opportunity now exists for a Finance Director to join the subsidiary board and play a full role in the company's future development.

THE POSITION

- Work closely with the Managing Director on all strategic and operational issues.
- Manage the finance team, taking responsibility for Plc and local reporting.
- Enhance the profile of finance as more than a service provider.
- Quickly assimilate the essence of the business and bring astute commercial skills to a fast moving environment.
- Play a key part in winning new business and the development of existing clients.

QUALIFICATIONS

- Graduate calibre qualified Accountant. Most likely aged 30-40.
- Exceptional interpersonal and communication skills.
- Alive to business issues. Energetic, assertive and robust.
- Technically skilled in a demanding Plc context but adept at delegation.
- Team leader with natural authority mixed with a sense of humour.

Candidates interested in this outstanding opportunity should contact Richard Wilson, enclosing full career details and a covering letter illustrating examples of personal contributions to significant business issues, at Questor International, 3 Burlington Gardens, London W1X 1LE. Please quote reference 2282. E-Mail: Richard@questorint.com



QUESTOR INTERNATIONAL

Senior Tax Specialist**London****2-5 years PQE**

The Financial Services industry is in the throes of a revolution. The traditional boundaries between different market sectors are crumbling, with new products and services appearing almost daily, and competition is now intense.

Our client is a leading player in this climate of change with significant operations in the UK, US and Asia.

Due to continued expansion of the Group, the fast moving and proactive taxation department now requires an additional Senior Tax Specialist. Reporting to the Tax Director, key responsibilities will include:

- Corporate consultancy and pro-active planning advice to the Group's UK insurance and investment operations.
- Compliance work for a portfolio of UK Life Assurance and investment companies.

- Working on ad-hoc projects and dealing with a variety of client issues as they arise.
- VAT consultancy advice, overseeing compliance and dealing with customers.

The successful candidate will be ACA or ATII qualified and will have excellent communication and relationship building skills, as well as a high level of technical ability, underpinned with at least three years post qualification experience.

This is a superb opportunity to work for an organisation with a widely held reputation for excellence in the marketplace and within a high calibre and well motivated taxation team.

If you are interested in this position, please contact Mark Pryor on 0171 269 2248, or send your CV to him at Michael Page Taxation, Page House, 39-41 Parker Street, London WC2B 5LN. Alternatively fax on 0171 831 6662.

**Michael Page Taxation**

Specialists in Taxation Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

**Imperial Cancer Research Fund****Head of Financial Control****Central London****£40,000**

The Imperial Cancer Research Fund is one of the United Kingdom's largest charities. The charity works for the prevention, treatment and cure of all types of cancer. Working together to achieve this are over a thousand dedicated research staff, supported by the generous efforts and contributions of thousands of people across the country. The charity has an annual income in excess of £80 million.

Based at the Charity's Head Office in Holborn, the Head of Financial Control is responsible for the management of a wide variety of financial activities. Reporting to the Director of Finance and managing a team of five, responsibilities of this key role include:

- Securing cost effective compliance with all external reporting requirements.
- Developing and implementing controls to identify and reduce financial risk.

- Ensuring the effective utilisation of the Charity's financial assets and the control of its liabilities.
- Implementing the department's new strategy.
- Providing leadership to the financial control department and advice on best practice across the organisation.

The successful candidate will be a qualified accountant with excellent interpersonal skills and a flair for the management and development of people in a rapidly changing environment. Drive, ability and a desire to succeed are more important than previous experience of charity finance.

Interested candidates should write, enclosing a full curriculum vitae and details of current package, to Stephen Rutherford at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN. Fax: 0171 831 6293.

**Michael Page Finance**

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Strategically based role with leading US Financial Services group investing strongly in a European expansion programme.

THE COMPANY

- Parent Corporation is a US market leader across a range of principally consumer based Financial Services.

- Strong investment is planned to expand the European presence through a series of market/product focused operating subsidiaries.

- The planned European growth is part of a broad global expansion programme.

THE ROLE

- Newly created at European Group Board level reporting to European Chief Executive and to parent organisation.

- Opportunity to influence the future shape of the European business structure building on established

strengths and developing into new activities.

- Pivotal interface role with US parent in support of European investment programmes in addition to regular Financial Planning and Reporting.

PROFILE

- Requirement for a strategically based Finance Executive combining both Finance and Business Management skills.

- Familiarity with regulated Financial Services environment.

- Cultural affinity with US management style gained through experience of working in US multi national organisation.

- Skills and experiences relevant to managing through periods of intense change and where there is continuous review of planning options.

Please send full CV quoting Ref. 343J to: Michael Johnson, Johnson King International, 212 Piccadilly, London, W1V 9LD
Tel: 0171 917 1832
Fax: 0171 917 1833
Email: johnsonking@jki.co.uk

**Head of Business Review & Audit**

Commercially orientated Business Auditor with Financial Services background and an interest in adding or strengthening international career experience.

West Midlands (plus UK & European Travel)**To £50,000 + Car + Bonus****THE ORGANISATION**

- European subsidiary of major US Financial Services organisation.
- Planned investment and development into new markets together with extended geographical reach into new European markets.

THE ROLE

- To ensure local business unit decision making is fully aligned with overall Corporate strategic objectives.
- To provide a business review service that simultaneously meets the requirements of the parent company and local management.
- To develop constructive relationships with external regulators including the

proposal of new initiatives in the kind of previously uncharted areas now becoming possible through technology based global trading.

CANDIDATE PROFILE

- ACA with formative professional background encompassing 'top six' audit consultancy.
- Experience within the more dynamic areas of the Financial Services sector.
- Ability to build trust and confidence at senior management level through a combination of technical capability and commercial awareness founded through earlier operational experience.
- Cultural affinity with US business practice gained ideally in a pan European role.

Please send full CV quoting Ref. 346J to: Michael Johnson, Johnson King International, The Coach House, Longperish, Andover, Hants SP11 6PT
Tel: 01264 722800
Fax: 01264 720717
Email: johnsonking@jki.co.uk

**Managing Consultants****European Monetary Union - the challenge of change****London, Paris or Frankfurt based****£70,000 - £100,000 + Benefits**

One of the world's leading management consultancy firms, our client provides high quality consultancy services to a blue-chip international client base. Recognising the profound effects of European Monetary Union (EMU), the firm established a specialist consultancy team earlier this year to assist major clients in their preparations.

Our client is now looking to expand this team rapidly to address the needs of current and prospective clients. The immediate opportunities are to assess the strategic and operational impacts of EMU, and manage the implementation of change plans. Typically, this work will cover several European countries.

Core to the expansion will be the recruitment of a number of highly skilled senior managers who will help develop and build the EMU consultancy practice. Key responsibilities will be:

- to develop strong relationships with existing and new clients and identify and secure opportunities for new business;
- to work with multi-national organisations in assessing the impact of EMU, evaluating the operational options and risks, and formulating change and contingency plans;

- to successfully manage and deliver high quality consultancy projects.

Probably aged early 30s to early 40s, candidates could either be experienced EMU consultancy managers or those currently in EMU advisory roles within the financial services, oil and gas or manufacturing sectors.

The successful candidates must be energetic business developers and project managers, capable of managing multi-disciplinary and multi-cultural teams. Experience could include process improvement, change management, information technology, business strategy, marketing or financial management gained in consultancy or with a client company. Candidates will need to be outgoing and have high levels of interpersonal skills and first-class communication abilities together with the presence necessary to develop excellent professional relationships. German or French nationals should have a good command of the English language.

Prospects for future career development towards partnership with this fast growing and international firm are excellent.

Please send a full CV in confidence to GKRS at the address below, quoting reference number 86769N on both letter and envelope, and including details of current remuneration.

**SEARCH & SELECTION**

PARK HOUSE, 6 KILLINGBECK DRIVE, LEEDS LS14 6UF TEL: 0113 248 4848
A GKR Group Company

GROUP FINANCIAL CONTROLLER**TO £100,000 + SUBSTANTIAL BENEFITS****THE COMPANY**

Leading international transport and leisure group with administrative headquarters in London and represented in 80 countries worldwide. Publicly quoted in New York, the Group employs 7,000 people and has assets in excess of £2 billion.

THE POSITION

- Key member of group management team. Lead central finance function to meet evolving business needs and group requirements.
- Work closely with CFO. Overall responsibility for corporate accounting, business reporting, treasury and tax.

- Involvement in every aspect of business management across the Group. Manage and motivate substantial team.

QUALIFICATIONS

- Graduate qualified Chartered Accountant with track record within headquarters of a multi-site, multi-country operation.
- Full range of financial and business management competencies. Knowledge of US accounting procedures and both UK and foreign taxation is preferred.
- Credible at board level. Excellent analytical and communication skills. Commercially astute.

SAINTYHIRD & PARTNERS



Please send a full CV and current salary details, quoting reference 970804, to SHP Associates, Stratton House, Stratton Street, London W1X 5PE
Tel: 0171 751 3000 Fax: 0171 751 2010

GROUPE FLO

PARIS

Our successful company has

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3000 employees and more

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and abroad. Our future

development will be based on

established brands including:

Les adresses J.P. Bucher,

Hippopotamus, Flo Prestige,

Cafe Flo London.

An opportunity has arisen

with our headquarters

management team:

Board-level Secretary

You will work closely with the Managing Director, assisting him with strategic projects, administration and organisation of travels and meetings, with partners and colleagues, inside and outside the group. In addition, you will undertake the full range of tasks associated with a secretarial role at this level.

Your excellent communication skills and sound business experience will be useful in dealing with a very wide range of contacts and associates. Diplomacy and flexibility will be important, developed through extensive experience and involvement in similar role.

An understanding of customer service businesses such as restaurants, hotels and tourism would be useful. An excellent knowledge of English and French and of PC packages, will be essential. Shorthand would be an advantage.

To apply for this position based in Neuilly/Seine, please send a detailed CV, quoting ref. SDG, to Groupe FLO, DRH - 157 avenue Charles-de-Gaulle, 92200 Neuilly-sur-Seine, France.

Appointments Advertising

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

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Financial Times

مركز من النجف

Investment Banking Executives

Superb opportunities for talented young professionals to join an outstanding corporate advisory team

London

Are you motivated by challenge? Do you aspire to be part of a global industry? Do you want to be an integral member of a successful team? Are you committed, driven and ambitious? If the above strikes a chord, then this is the role for you.

Our client is one of the world's leading integrated investment banks. Acting internationally as intermediary and adviser to major corporations and governments it has the global reach and distribution power to meet the needs of issuers and investors worldwide, and has a strong reputation for innovation and creativity.

Due to continued growth, applications are invited for a number of positions. Preferred candidates will demonstrate the following:

- Outstanding academic results and a financial degree or qualification i.e. ACA or MBA.
- Corporate advisory experience gained within a major investment bank, management consultancy, legal or accountancy practice or a PLC.
- Strong numerical, analytical and presentational skills.
- Attention to detail and the ability to work in a challenging environment.

If you wish to further your career within this experienced and growing team please contact Jayne Philpott or Annabel Hayward on 0171 269 2298, or send a full curriculum vitae to Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LN.

Fax 0171 405 9649. Please quote reference 368107.



Michael Page City

International Recruitment Consultants

London Paris Frankfurt Madrid Hong Kong Singapore Sydney

£ Excellent

INTERIM CONSULTANTS

Nationwide/Overseas quality packages

Our clients, who range from large PLCs to growing businesses aiming for a stock market flotation are constantly demanding the use of high calibre interim finance professionals for a wide range of needs. It may be to evaluate an important acquisition or the Managing Director needs a new FD immediately whilst the selection process is under way, or as in many cases the finance function needs high level attention and overhaul perhaps from an individual who normally would be over qualified for the position. We have many needs with a particular emphasis on these specific sectors:

- Telecommunications
- High Tech. Service
- Financial Services
- FMCG

These consultancy projects range from three months to two years. If you are available to commit to these projects please send your details, quoting reference IC101, to:

Heathfield Hargreaves Limited, Grosvenor Hall, Bolnare Road, Haywards Heath, West Sussex, RH16 4BN

Alternatively, telephone on 01444 416636 or fax on 01444 416002.

HEATHFIELD HARGREAVES LIMITED

FINANCIAL CONTROLLER

A LEADING GLOBAL COMMODITY TRADING AND FINANCIAL MARKETS COMPANY

BASED MOSCOW

THE COMPANY: Our client is one of the world's largest privately owned companies successfully dealing in commodity origination, commodity trading and financial markets. Established more than a century ago, the company operates 1,000 business sites world-wide across 67 countries, employs more than 75,000 people, and had a turnover in 95/96 of well over \$50 billion.

Our client is committed to further expansion in the Russian market as it views this as one of the fastest growing business arenas in the world. As part of this expansion, they wish to recruit a finance professional for their busy commercial trading office.

THE ROLE: The Trading Controller will work closely with commodity traders and will have responsibility for the following:

- Managing a team of accountants
- Running Russian and GAAP financial systems
- Accounting, budgeting and forecasting
- Financial planning and analysis of monthly/quarterly cash flows
- Regulatory and tax reporting
- Advisory liaison with product account managers and traders

THE PERSON: This is an opportunity for an ambitious and enthusiastic individual looking to develop a career with excellent long-term prospects. You will have:

- Strong interpersonal skills as a pre-requisite for operating in a multi-cultural environment
- Russian as a native language with fluent English
- An international perspective
- A strong academic background in business or finance
- Accounting, audit or finance as a professional background
- Four to five years in financial management in a Western company
- Experience in accounting for multi-product accounts would be an advantage.

This position will enjoy a competitive remuneration package with associated benefits.

Candidates who are interested in this position should forward their resume to our London or Moscow office quoting clearly reference number FT3142 on ALL correspondence. All applications will be treated in the strictest confidence.

Antal International: Paris Business Centre, 23 1st Tverskaya-Yamskaya Ul., Moscow 125047, Russian Federation. Tel: +7 095 935 8606 Fax: +7 095 935 8607. E-mail: antalus@online.ru
Antal International: Shropshire House, 1 Copper Street, London WC1E 6JA. Tel: +44 (0) 171 637 2001. Fax: +44 (0) 171 637 0949 or visit our web site on www.antal-int.com

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International Business Service Provider

London

Finance Director

An influential and demanding Board position within an established and recognised world leader in the provision of business services which enables UK companies to compete more successfully through achieving top changes to their performance and productivity. With a profitable turnover of c. £100 million the business is set for growth in the UK and overseas and requires a high quality finance professional to motivate and focus the business teams and utilise funding arrangements to realise its long-term ambitions.

THE ROLE

- Report to the Managing Director as a key member of the Executive responsible for financial management, information and control with accountability for IT supported by well-established finance and systems teams.
- Update the financial management systems and help business managers focus on broad key performance indicators to keep pace with planned growth. Develop and build the established core financial group.
- Identify, evaluate and negotiate acquisitions and international joint ventures, whilst ensuring that adequate and appropriate funding is put in place and the corporate structure evolves to support growth. Full involvement in formulating policy and monitoring performance.

THE QUALIFICATIONS

- Graduate accountant with a first-class professional training followed by a progressive track record, ideally in a blue-chip international company and the business-to-business service sector with exposure to joint venture and acquisition activity.
- Worked in treasury, corporate development and contract negotiations during a period of change. Prior management of an IT function and the installation of new financial systems a distinct advantage.
- Highly commercial with leadership and superior communication skills. Status, presence and credibility at Board level and able to add real value to executive deliberations to help guide strategy.

London 0113 230 7774
London 0171 298 3333
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ltd, 71 Ladbroke Grove,
Clarendon House, Clarendon Place,
London W2 6ET

Finance Director

London

£75,000 Basic + Bonus + Shares

Our client is one of the UK's fastest growing telecommunication services providers. Since the Company's formation, it has achieved exceptional results, which have led to a very successful flotation early this year. Having already secured a large portfolio of blue chip customers and partners, they are now looking to build on their success to date and further develop their expansion programme into Europe.

They now require an experienced, talented individual to join the Board as Finance Director. The right candidate will have a unique opportunity to build a stake in the business through share options.

With at least 10 years post qualification experience, you should ideally:

- Have knowledge of telecommunications, IT or related industries.
- Have been involved in acquisitions, mergers and/or flotation.
- Be an influential relationships builder with City institutions and banks.
- Be analytical, with the ability to provide innovative solutions and IT literate with language skills.

Reporting to the Managing Director, you will be responsible for:

- Participating in the overall management of the company, influencing beyond the traditional remit of the finance role.
- Managing all aspects of an Accounts Department including M&A, Treasury and MIS.
- Building a solid finance infrastructure to support the growth of the business.

For an informal discussion in the strictest confidence, please telephone or write detailing your current salary and quoting reference 692 to: Anthony Benjamin International, Sun House, 31-35 Sun Street, London EC2M 2PY. Telephone 0171 377 7510. Fax: 0171 377 7511. Video Conferencing 0171 247 2458.



Anthony Benjamin International
31-35 Sun Street, London EC2M 2PY

Coopers & Lybrand

Directors Business Assurance

Based Krakow & Poznan Poland

Attractive Packages with Expat Benefits

The Coopers & Lybrand organisation is one of the world's leading providers of professional services including accounting and auditing, tax, legal services and consulting. The organisation comprises national and international practice entities which are members of Coopers & Lybrand International, a limited liability association incorporated in Switzerland and which employs 72,000 people servicing clients on a globally integrated basis in more than 120 countries. Coopers & Lybrand Poland was established in 1990 and has since grown to over 420 partners and staff with offices in Warsaw, Gdansk, Krakow and Poznan. The firm provides services to both foreign investors and Polish businesses and has been involved in a number of projects commissioned by the multilateral development agencies such as the World Bank and the EBRD.

The firm is planning to increase significantly the size of the offices in Poznan and Krakow and is looking to recruit two Directors of Business Assurance to support this growth and expansion, whilst maintaining a high quality service to clients. The roles focus heavily on people management and client care therefore potential candidates will have a proven track record of success in team, clients, process and project management.

Applicants should possess an internationally recognised accountancy qualification gained in the profession or in industry. As this is a hands-on role and the successful candidates will be members of the senior management team in Poland, fluency in Polish will be a key criteria in selection although applications from non-Polish speaking individuals with extensive work experience gained in Poland may also be considered.

Coopers & Lybrand is committed to the growth and development of all its employees and therefore offers excellent career progression for the successful candidates.

To be considered for these high profile, dynamic roles, please send your curriculum vitae in strictest confidence quoting reference 365342 and your preferred location if applicable, to Catherine Zasadska at Michael Page Eastern Europe, Savannah House, 11 Charles II Street, London SW1Y 4QZ, UK or fax to +44 (0) 171 976 2612, telephone +44 (0) 171 269 2594.

Any information sent directly to Coopers & Lybrand will be forwarded to our retained consultants Michael Page Eastern Europe.



Michael Page Eastern Europe

International Recruitment Consultants

INTERNATIONAL FMCG GROUP

TAX MANAGER

to £65,000 + full range of benefits

MIDLANDS

Recognised as one of the leading players in its market, our client is a substantial UK plc which operates on a truly international basis, employing over 55,000 people globally. Within Group Finance, the established and high profile Group Taxation function provides a proactive and value added service to the operating businesses. Due to an internal promotion, a challenging opportunity now exists for a dynamic and entrepreneurial tax professional to join this team with the remit to provide a full commercial tax service to a £2bn turnover operating division. The role will be almost entirely consultancy-led and will involve no tax compliance responsibilities.

The Position

- Assimilate with senior divisional management team and provide a commercial (as opposed to tax technical) and proactive tax service to this significant division.
- Identify and evaluate a variety of tax planning opportunities, driving through to completion agreed initiatives to reduce Group tax charge.
- Ensure congruency between divisional and corporate goals from a tax planning perspective.
- Succeed in the communication and interpretation of tax issues to non-tax personnel at both Group and divisional level.
- Act as a conduit and commercial information source for the Group Tax team, exploiting business synergies and mobilising resources where appropriate.

The Requirements

- Graduate calibre tax professional with a minimum of four years' PQE gained within a premier accounting firm or commercial organisation.
- Well-developed commercial and customer focus, with clear potential for longer term career development.
- Objective individual who can listen, influence and persuade: develop new ideas and approaches, establish their value and gain necessary acceptances.
- Possess the personality and interpersonal skills to create impact and credibility through evident adding of value.
- Self-motivated individual with practical 'hands-on' approach to work. Proven project manager.

Please send your CV with current salary details to: David Burton, K/F Selection, 252 Regent Street, London W1R 6FL, quoting ref: 90325C/04

Alternatively send by fax on 0171-312 3380 or by e-mail to kfs-london@kornferay.com Internet Home Page: http://www.kfsselection.com

K/F SELECTION

A DIVISION OF KORNFERAY INTERNATIONAL

NEWLY QUALIFIED ACAS

INTERNATIONAL OPPORTUNITY

As a Newly Qualified Accountant, you're probably inundated with opportunities. If you're thinking about a finance career in the City then take a moment to consider these reasons to talk with Citibank's Corporate Audit team:

- Citibank has been the number one FX house for nineteen consecutive years and is one of the leading players in the derivatives market worldwide. The global breadth of the bank's activity is unparalleled.
- You will join a dedicated team of Treasury auditors enjoying direct contact with management across the full range of the bank's trading operations.
- To succeed you will need a solid educational background with demonstrable numeracy. It is vital that you secured treasury/capital markets experience during your traineeship.
- International travel, mostly within Europe, will be a requirement for this role.
- Your prospects for progression will be excellent. Citibank's commitment to staff development is first-rate and a plethora of exciting opportunities exist within audit and key line functions.

To apply please contact Mark Wheatley or Andrew Fisher at Parkwell Management Consultants, 8 Wilfred Street, London, SW1E 6PL or send your CV by Fax to 0171 233 5205. You can also E-mail us on Parkwell@Compuserve.com. Alternatively, Mark would be delighted to answer any initial queries and can be contacted on 0171 - 630 8000 or out of office hours on 0171- 920 0311.

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The Company

Anheuser-Busch is the world's largest brewer, having over 9% of the global beer market and annual sales exceeding US\$13 billion. In the past 18 months, Anheuser-Busch was the only major US Brewer to increase market share and sales volume.

Anheuser-Busch European Trade Ltd, the European subsidiary, has enjoyed considerable success and substantial growth over the past three years. In the UK, Budweiser is the leading premium lager and is well supported by Michelob, Bud Ice and the newly launched Roscoe's Red and Michelob Golden Draft.

The objective of Anheuser-Busch is to fully automate as much of the routine processing and reporting as possible and to be at the forefront of new processes, systems and technologies. The company has therefore implemented SAP in its business areas of Finance, Supply and Logistics. There is now an opportunity to recruit an exceptional individual to develop a team of people, and build accompanying business processes utilising SAP to maximise commercial advantage for the organisation.

The Role

You will be responsible for:

- ▶ Identifying and prioritising opportunities to enhance performance of the business.
- ▶ Formulating and implementing plans for the development of finance processes using SAP.
- ▶ Producing dynamic solutions to meet the challenges of a fast paced, forward thinking business.
- ▶ Influencing and developing in others an understanding of the benefits of an integrated business system.

For further information, please telephone Mark Frechbairn on 0171 240 2233. Alternatively, send or fax your curriculum vitae to him at: Martin Ward Anderson, 7 Savoy Court, Strand, London, WC2R 0EL, fax 0171 240 8818, or e-mail him on info@mwa.co.uk. Please quote reference 43003. All applications will be treated in the strictest confidence.

The Individual

- ▶ Graduate calibre.
- ▶ A commercially orientated business professional.
- ▶ An understanding and appreciation of integrated information systems, ideally SAP (training will be given if required).
- ▶ A background in Finance, possibly a qualified accountant.
- ▶ Strong influencing skills and a pragmatic approach to problem solving.
- ▶ Experience of managing a team of motivated individuals.

Budweiser
KING OF BEERS



Director of IMS

Middle East

Substantial Tax Free Package

One of the leading Hospital Management companies in the Middle East, heavily involved in both Public Service and Private Sector, our client is totally committed to the implementation and development of IT within the entire organisation to achieve, amongst other goals, optimum automation. The company has an aggressive global growth strategy. Benefiting from a recent capital investment of c£14 million and an IMS agreed budget of c£2.5 million per annum over the next 5 years, you will be a strong, flexible and innovative individual, able to deal with and be aware of multicultural environments, willing to travel extensively and operate efficiently within the executive team and in stand alone situations.

With an excellent proven track record, preferably with some Project Management experience in the Middle East, you will help develop the IMS strategy and monitor its application across all present and future sites, evaluate hardware and software products and advise on possible utilisation within the overall adopted strategy. You will also Project Manage the technical installation of systems, prepare and implement agreed policies, security procedures, stand-by systems and risk management for the IMS investment and deal with the inevitable resultant needs of end users at all levels. Good knowledge of Comer's clinical products and Oracle would be a distinct advantage.

REED
COMPUTING
SEARCH

Please email your details to Bahman Farzad, Group Manager
or Ross Williams, Senior Consultant, quoting reference FT/18264/BOF.
Reed Computing Search, Fairgate House,
78 New Oxford Street, London WC1A 1HB.
Email: computing.search@reed.co.uk
Tel: 0171 255 2882 Fax: 0171 255 2982



Director of IT

Central London

£Substantial Package

Acknowledged as one of the world's most reputable law firms, dealing in all aspects of business, commercial and private law, our client operates a global network of offices from a prestigious centre here in the City. Progressive in outlook, they are fully committed to the use of sophisticated business systems to add value to every aspect of their service. Keen to maximise the full power of new technology, they now seek a talented and ambitious professional to plan, direct and co-ordinate the development of their IT Department, operating under Solaris, OpenVMS, Windows NT, MS DOS and Windows 95.

will maximise company-wide efficiency. This will involve regular performance, contractor and operational reviews and the provision of strong leadership and support to a growing team of IT professionals. The scope and scale of this hugely influential challenge makes a minimum of 8 years in IT management essential. Needless to say you will be an expert in our client's operating systems and have an impressive record of maintaining and supporting a large number of users, ideally involving SQL Server Database and Microsoft tools and software. A graduate, you will have fine-tuned your impressive man-management, business and communication skills and will now possess the confidence and drive to implement rapid, yet responsible change. You can look forward to a rare opportunity to put your own ideas into action and in return enjoy an impressive remuneration package, as associated with such a high-profile professional challenge.

REED
COMPUTING
SEARCH

Please email your details to Bahman Farzad, Group Manager
or Ross Williams, Senior Consultant, quoting reference FT/18310/BOF.
Reed Computing Search, Fairgate House,
78 New Oxford Street, London WC1A 1HB.
Email: computing.search@reed.co.uk
Tel: 0171 255 2882 Fax: 0171 255 2982



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then please contact Reed Computing Search immediately.

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or Ross Williams, Senior Consultant, quoting reference FT/BOF.
Reed Computing Search, Fairgate House,
78 New Oxford Street, London WC1A 1HB.
Email: computing.search@reed.co.uk
Tel: 0171 255 2882 Fax: 0171 255 2982



Project Manager

London

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An expert in providing lower cost high quality international and national long distance telephone calls, our American owned client is continually enhancing its MIS environment to equip the business with a responsive and proactive dynamic approach to its market's current and future needs. Under general direction but with considerable latitude for the exercise of independent judgement and initiative, you will provide project management of software development and maintenance activities. The management of the software development and maintenance activities will encompass project planning, management tracking and control to ensure that business goals and objectives are achieved through technology solutions.

You must demonstrate leadership capabilities, possess a natural ability to counsel, correct and coach staff members, have previous project management experience and be able to juggle multiple (and ever changing) priorities. A genuine team player, with excellent problem solving skills, you will offer at least a BSc degree in Computer Science or related courses of study, experience with Microsoft Office products and previous experience in the telephony industry. Professional etiquette and dress, acceptance of responsibility and excellent written and oral communication skills as well as the ability to work independently with meticulous attention to detail are some of the essential personal attributes.

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Please email your details to Bahman Farzad, Group Manager
or Ross Williams, Senior Consultant, quoting reference FT/18454/BOF.
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78 New Oxford Street, London WC1A 1HB.
Email: computing.search@reed.co.uk
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The role is to...
• identify, analyse, develop and deploy software applications for a proprietary trading business.
• work closely with trading, risk and financial control professionals, in many cases as the primary architect and developer.
• take ownership for the management and delivery of software that adds significant commercial benefit to our diverse derivatives business (interest rate, FX and equity).
You will...
• have strong software design and development skills with planning and scheduling competencies learnt within medium sized projects.
• possess a complete understanding of the complex mathematics which underpin modern trading systems (of particular interest are individuals with financial analytics and product accounting skills for cash and derivatives interest rate, currency and equity products).
• be a talented C++ or Visual Basic developer with exposure to any of the following an advantage: MS Office/Back Office development (Excel, Access, Exchange/Outlook); MS SQL Server or Sybase; real-time financial data systems (Triarch or TIB).

For further information please contact Kevin Davey, quoting reference KDF1233, on 0171 247 7444. Alternatively, send your CV to McGregor Boyall Associates, 114 Middlesex Street, London E1 7JH. Fax: 0171 247 7476. Email: kdavey@mcgregor-boyall.co.uk or visit our web-site at www.mcgregor-boyall.co.uk

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